



# MEMBERSHIP MEETING

THURSDAY

JANUARY 30, 1986

IRC 6

12:30-2:30

## AGENDA

1. Adoption of the agenda
2. Adoption of the minutes
3. Business arising from the minutes
4. By-law amendments
5. Nominations
6. All Executive positions **CLOSING**
7. Contract Committee
8. Ritchie & Associates
9. Final Report, Finance.
10. Union office report.
11. Grievance Committee report
12. Other business....time permitting

As has been previously mentioned, the meeting will be held on Thursday, January 30, 1986, at 12:30 p.m. in the UBC Student Centre, Room 100. The meeting will be held in the presence of the Executive Committee and all members of the Association. The meeting will be held in the presence of the Executive Committee and all members of the Association. The meeting will be held in the presence of the Executive Committee and all members of the Association.

The Executive Committee will be responsible for the following items:

- 1. Adoption of the agenda
- 2. Adoption of the minutes
- 3. Business arising from the minutes
- 4. By-law amendments
- 5. Nominations
- 6. All Executive positions **CLOSING**
- 7. Contract Committee
- 8. Ritchie & Associates
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JANUARY 14, 1986

As has been previously reported, the Executive has been working on a major restructuring proposal regarding the Union office and staffing levels. We are bringing these by-law amendments forward in several installments as it would require a number of changes and would be a lot to deal with in one sitting.

Basically, the Executive is proposing there be two elected full time officers and a hired senior administrative secretarial position as paid staff of the local. The financial matters would be administered by an unpaid Treasurer and minutes by a Recording secretary. The clerical work will be structured so that volunteers can help effectively in the office (To our delight, we often have offers of help). We now have a growing number of enthusiastic stewards and are working on reviving the committees and the division structure. We are receiving assistance from CUPE regarding training for stewards and some of the workload of the office.

The Executive is also researching the salaries for these positions and will be making a recommendation when that data is collected. The standard practice in most locals for elected full time officers seems to be that they are paid at the top bargaining unit rate in part to reflect the amount of overtime that is associated with these type of jobs. The Executive will also be looking at the question of electing versus hiring of staff. However, some of these questions may not be considered for another year until the membership decides whether or not to stay with CUPE.

**NOTICE OF MOTION:**

By-law amendments:

*Carried*  
*Carried*  
*Tabled*

**G.4 Recording Secretary**

The Recording Secretary shall be responsible for recording the minutes at general membership and Executive meetings and ensuring their production and distribution.

**E. delete Membership Secretary and add Recording Secretary**

**G.6 delete G.6 & G.7 -- replace with G.6 Union Representative (2 positions)**

There will be a job standard drawn up for the position with 2 lists of duties describing each person's duties.

The job standard will be brought back to the membership for approval. The list of duties will be drawn up by the Executive.

Moved & Seconded by the Executive:

That there be one job standard for both full time officers with a list of duties drawn up by the Executive for each position.

That both full time elected officers will have the title Union Representative and that the by-laws will be re-written accordingly with a brief description of the positions.

**BY-LAWS**

**E. delete Union Organizer, Union Co-Ordinator and add Union Representative (2 positions).**

That the Executive recommends the hiring of a senior secretarial position for the Union office. The competition will be open to all members of the bargaining unit and will only be opened beyond the bargaining unit if no acceptable applicant can be found internally.

**Constitutional Amendment**

Amend Section 5: The Executive  
delete Membership Secretary, Union Organizer and Union Co-ordinator

Add: Recording Secretary, Union Representative,  
(2 positions)

Amend: 2 trustees to 3 trustees

*Tabled*



Membership Meeting  
January 30, 1986

Minutes

Chair: Kitty Byrne

Secretary: Patricia House

1. Adoption of the Agenda

Kitty stated that the Executive wanted to move the Contract Committee report to Item 3a and delete Item 6.

Moved by Susan Zagar

Seconded by Joanne Steven

THAT THE AGENDA AS AMENDED BE ADOPTED

The motion was CARRIED.

2. Adoption of the Minutes

Moved by Mary McKenna-Forkin

Seconded by Jeannette Vogal

THAT THE MINUTES OF THE AUGUST TO DECEMBER MEMBERSHIP MEETINGS BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

3. Business Arising from the Minutes

There was no business arising from the minutes.

At this point in the agenda Kitty made several announcements. She reminded people to remember to vote in the School Board elections today. She explained and read a letter that had gone to the Board that the Union had filed an unfair labour practices complaint. The name of the management person was not mentioned. The membership applauded the Executive's action in this matter. She also announced that we had been told that management people, or people outside our bargaining unit had been taping, or listening to our meetings and that we were going to make a complaint about that.

3. a) Contract Committee

Philip Hall gave the report. He stated that last week the University had made an offer. It was 25 pages long. There was still 20 articles on the table - 13 of them are quite damaging to the Union. They have not made any changes in their language proposals. They have dropped a few small items and they have countered our proposed language on tech. change. He went into some detail explaining some of their proposals. For example, relief employees - he said the Union agrees that contracting out is a problem, but we don't feel their proposal is the appropriate solution. He explained they are trying to restrict the composition of Union Committees. That is they are trying to limit the number of people from a department on committees. They still are proposing being able to hire above the base rate. The financial offer they presented to us was to







