



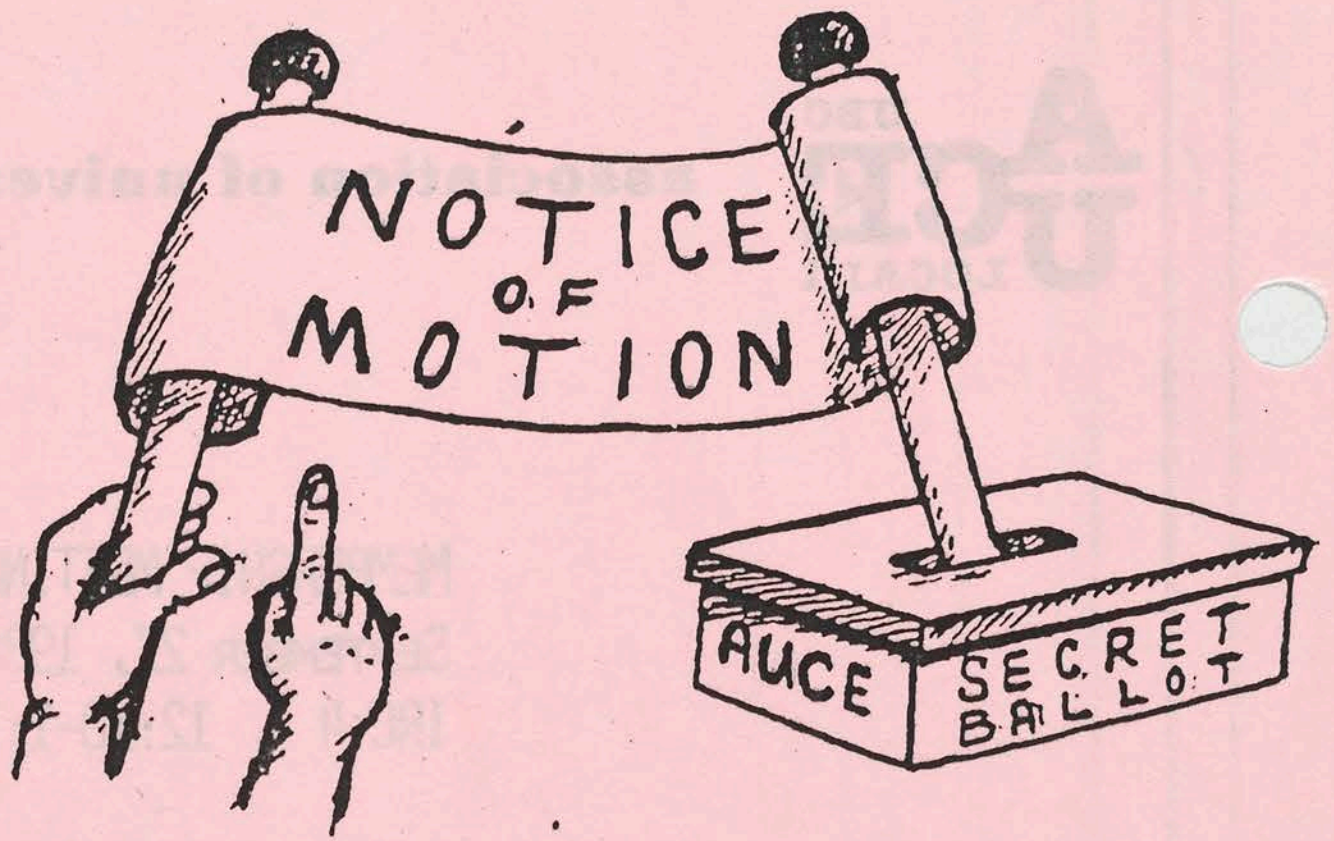
association of university and college employees

MEMBERSHIP MEETING

SEPTEMBER 27, 1984

IRC 4 12:30-1:30 P.M.

1. Adoption of the agenda
2. Adoption of the minutes...June & August/84
3. Business arising out of the minutes
4. Nominations:
 - Communications Committee
 - Health & Safety Rep.
 - Strike Committee
 - Grievance Committee
 - Contract Committee
5. Secretary-Treasurer's report/Union Office report.....notice of motion will be put under this item
6. Contract Committee report
7. Grievance Committee report
8. Other business



NOTICE OF MOTIONS:

That the following changes to the Local Association By-laws go to a mail referendum ballot. Moved by Marcel Dionne
2nded by Adrien Kiernan

As the following motion substantially changes our present Local Association By-laws it is our wish that the entire membership have the opportunity to vote on it. If the members in attendance at the next membership meeting of September 27, 1984 agree to send the motion stated below to such a mail ballot, we wish to have it read as follows:

Motion: That the Local Association By-Laws be amended in the following manner:
Section E: Delete reference to "Union Organizer."
Section G(1): Add to the existing wording: *In addition the President shall do work related to the Grievance Committee including the training of new members in the processing of grievances. This position is also responsible for the training of Local Shop Stewards. The duties of this position shall include maintaining the collective agreement, organizing the steward, division and committee structures. Further, this position shall share the general office work (ie. correspondence, mailing, filing, membership lists, etc.) and public relations. In the absence of the Union Co-ordinator, shall do work related to the Contract Committee and negotiations. (This wording is taken almost exactly from the current wording found under Section G(6) Union Organizer)*
Section G(6): Delete entirely as it has been moved as above and renumber remaining sub-sections.
Section J(11): Replace the title "Union Organizer" with the title "President."

Moved by: Marcel Dionne
2nded by: Adrien Kiernan

Yes I agree with these amendments: _____

No I disagree with these amendments: _____

Mark one option only.

Motivation for these changes: If these amendments are accepted it will mean that the present paid position of our Local "Union Organizer" will be replaced by the paid position of "President" thus making our President a full time employee of the Local. This is not to create another paid position.

To be President of a Union it is imperative that the person holding that office be accessible on a full time basis to all members and to the organizations we work with and for. This is an efficient and desirable way to service all of us. In the last ten months, the person elected to our Union Organizer position (full time paid) has also represented us as our President. We feel that this situation has demonstrated and provided clear evidence of efficiency and progression. In short, some sense of proper direction.

This Local is in the process of affiliating with a larger trade union. We believe it is time to take steps that will provide us with stability, accessibility and the quality of good representation and service that is vital to maintain our well being as a recognized and respected union.

If these amendments to the By-laws pass, it is our intention that Ms. Fairleigh Wettig, presently representing this Local as Union Organizer and our President, remain as our full time paid President until her paid term in office comes up for re-election in May 1985. She has been granted a leave of absence from the University until that time and we feel that it is reasonable to permit that she be employed by us until then.

I am seconding the motion to dispense with the Union Organizer position and alternatively make the President's position a full time paid position. I have several reasons for supporting this motion, all of which I feel are important.

A Union President's roll is by its very nature high profile, both with the University community and at times, the media. Hence the President must be cognizant of all aspects of our Union membership as well as the larger labour movement in general. This is a demanding role and one which I feel deserves remuneration. Our President provides us with the direction we need in order to make sound judgements and decisions. If one is to do justice to the position one cannot expect to be able to also do justice to a full time job with the University. The converse is also true, if one does justice to their job with the University the demands of that job will deter from the time and energy available for their duties as President.

Should the President of our Union become a paid officer, we can reasonably expect there to be a greater degree of continuity in our Union Executive and less chance of early resignations midstream. In the past, people have found the demands of two jobs too onerous to handle. This has been unfortunate as these people have been enthusiastic and willing.

It is my opinion that the term "Union Organizer" is somewhat outdated. Certainly at the onset of our Union we were in the process of organizing but we certainly are able to consider ourselves organized and stable at this point in time; irrespective of which larger Union we may now decide to affiliate with in the future, or what directions we may opt to pursue.

For all the aforementioned reasons, I hope that the membership will take this positive step and see fit to support the motion that our By-laws be amended as proposed. I would like to see our President as a full time paid officer of this local. I feel it will work well to our advantage.

Adrien Kiernan
Dean's Office, Faculty of Medicine

MEMBERSHIP MEETING
September 27
1984

MINUTES

Chair: Fairleigh Wettig

Secretary: Patricia House

1. Adoption of the agenda

Moved by Bev Westbrook

Seconded by Suzan Zagar

THAT THE AGENDA BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

2. Adoption of the minutes of the June & August meetings

Moved by Bev Westbrook

Seconded by Debbie Bunyak

THAT THE MINUTES BE TABLED UNTIL THE NEXT MEETING.

The motion was CARRIED.

3. Business arising from the minutes.....also deferred until next meeting

4. Nominations:

Communications Committee....Ann Hutchison & Avron Hoffman have volunteered to help with this committee

Health & Safety Rep. to the President's Advisory Committee.....

Emerald Murphy has left UBC, leaving this position vacant.

Strike Committee

Grievance Committee

Contract Committee

} no nominations or volunteers forthcoming

The agenda was interrupted to announce two conferences on Women's Issues that the Union has been invited to send delegates to; both Oct. 20-21/84. One of the conferences is to be held in Victoria at UVic, the other in Vancouver. The Executive authorized paying the expenses for members interested in attending (very nominal charges).

5. Secretary-Treasurer's report

a) There will be a complete financial package coming out soon and a two hour membership meeting will be set aside so that the membership will have a chance to thoroughly discuss financial matters. The Executive has made a motion to change the dues structure and it will be presented at that time as well.

b) We have been notified that the Union will be getting a Labour Canada grant this year (\$2005) and it is intended to be used to help fund a Stewards Seminar.

c) The annual five dollar strike fund assessment will be coming off your paycheques soon.

d) Dental Plan double coverage....the Union Office has been notified by several members that double coverage on the dental plan is no longer available. We have taken it up with the University. However, we would like to know how many people are affected. If you are affected or have any information, please call Patricia at the Union Office.

Then the notice of motion by-law amendment was put on the floor for discussion.

Marcel Dionne stated that it was his intent that it go to mail out referendum.

Moved by Marcel Dionne

Seconded by Adrien Kiernan

THAT THE MOTION AS CIRCULATED GO TO MAIL REFERENDUM.

The motion was CARRIED.

Then the main motion was put on the floor for discussion.

Motion: That the Local Association By-Laws be amended in the following manner:

Section E: Delete reference to "Union Organizer."

Section G(1): Add to the existing wording: In addition the President shall do work related to the Grievance Committee including the training of new members in the processing of grievances. This position is also responsible for the training of Local Shop Stewards. The duties of this position shall include maintaining the collective agreement, organizing the steward, division and committee structures.

Further, this position shall share the general office work (ie. correspondence, mailing, filing, membership lists, etc.) and public relations. In the absence of the Union Co-ordinator, shall do work related to the Contract Committee and negotiations. (This wording is taken almost exactly from the current wording found under Section G(6) Union Organizer)

Section G(6): Delete entirely as it has been moved as above and renumber remaining sub-sections.

Section J(11): Replace the title "Union Organizer" with the title "President."

Moved by: Marcel Dionne
2nded by: Adrien Kiernan

Yes I agree with these amendments: _____

No I disagree with these amendments: _____

Mark one option only.

Marcel Dionne motivated the motion. He said that he had found the job of President very time consuming. He thought that it was too demanding to do justice to both your job in the bargaining unit and the Presidency.

Philip Hall spoke against the motion. He felt the present system of having the three full time Office Staff positions at an equal level worked well and there was no need to create a hierarchy in the office. He was also opposed to losing a position from the Executive.

Suzan Zagar opened up the question of how the election would be handled in future if the motion as proposed was passed. Would this then mean that the President was elected in May and the rest of the Executive elected in December? It was suggested that that problem could be addressed in a subsequent motion if the by-law amendment passed.

Richard Melanson stated that he was concerned about the signing authority in the financial business of the Union. He proposed an amendment to the motion:

THAT SECTION K. 6 THAT ALL CHEQUES ISSUED BY THE LOCAL ASSOCIATION SHALL REQUIRE THE SIGNATURE OF THE PRESIDENT AND ONE OF THE FOLLOWING: VICE-PRESIDENT, OR TWO TRUSTEES. BE ADDED TO THE BY-LAWS.

The Chair ruled the amendment out of order because it appeared more related to a change in duties for the Secretary-Treasurer than the President. She suggested that if he wanted this motion to be considered that he serve notice of motion for the next membership meeting.

There was some discussion about when the ballot should go out and if it should include written submissions.

Moved by Bev Westbrook
Seconded by Patricia House
THAT A SUPPLEMENT GO OUT WITH THE BALLOT AND THAT AN ATTEMPT BE MADE TO HAVE THE RESULTS OF THE BALLOT BY THE NEXT MEMBERSHIP MEETING.
The motion was CARRIED.

6. Contract Committee report

Ted Byrne reported that nothing much has happened, we have not yet heard from the Compensation Stabilization Program office regarding the annual increments.

It has been made clear to us that what the University is proposing is a 0% wage offer for two years.

None of the other Unions on campus are presently negotiating either. The Contract Committee has been directing most of their energy towards formulating language on downward bumping....that is not yet ready for presentation to the membership. It is extremely complex.

7. Merger Committee report

Ted Byrne reported that the committee has been meeting regularly. They are looking at BCGEU, HEU, BCTF, VMREU, CUPE and OTEU. These were all suggested by the membership.

The committee has decided against recommending the BCTF or the VMREU. CUPE or the OTEU are developing as the most promising options. CUPE would be very expensive but offers more service. OTEU costs less but offers fewer services and is a smaller union in Canada. Both would offer autonomy and CLC affiliation.

There was discussion and questions from the floor.

The meeting was adjourned.