

VBH Membership Meeting

Sept 16/81

- 5 people present, no quorum
- Carol debated going thru agenda vs discussing meeting with UBL re: wage re-opener.
- wrote Univ. requesting re-opener & had me. at meeting told UBL wanted to discuss inc. for all Univ. responded wanted to give increase to certain class. having trouble filling. We asked for this list. Declined

groups we think are Conf. Op., Med Sec's Sec III, Sec IV, Buyers. about 330-340.

- Grant "no probability" of general wage increase.

- Ctlr left. Cmt. Ctlr met later felt proposals from Union. Should go to memberships.

- Write letter to Univ. asking for proposal

- expect response by early next week. pending Kennedy's okay, after ratif. of CAPC contract.

- ^{will} ~~should~~ provide a copy of proposal to all when we get it. Could be 3 part proposal

- prob. VBH people should come to UBL to discuss this with UBL meeting next Contract Ctlr will meet & propose a meeting, either regular or spec.

- discussed review of whole class system at meeting with Univ. C. had written asked to meet with Univ. to discuss this. Grant wants to do this - go thru + agree on what job desc.'s should say.

- word processors - not special groups because already drew up job desc. + placed them within sec group already there. Not worth more. Grant thinks work actually easier. No consid. of ^{adult} stressor tech. skill

- we didn't want special class for W. Proc's. - wanted to incorp. this job into sec group so would be trained to do it as part only of job.

- Univ included W.P's with C.O's but an error. Univ will talk about W.P's + have 'supplemented plan

- ~~to~~ Univ. could have come to us with prop. to create new class. for ~~MOA~~ ^{MOA}. Have avenue in Call. agree. Don't know why they didn't go this route.

- what will happen with proposal

- don't know what people will do with Univ. proposal.

Dec. will be made at Univ. meeting. ^{only by ballot offer} Have told this at div. meetings

C thinks removal current class system will be part of Blair's proposal
- ^{peaceful upgrading} philosophical issue ∴ difficult in real world of increased costs

Discussion on disparity between classes in responsibility now. originally plan to upgrade lower & now aren't paid enough for relative responsibility. Issue of value of clinical work - unpaid?

Who is ~~more~~ unpaid relative to elsewhere at other occupations. ^{Creates suppressed fear that it} could weaken argument for equal pay if we agree to peace-meal upgrading on basis of marketability.

Get around this problem by a new class system? Someone would always be unhappy.

- discussion present class system - differences between I, II, etc. & step system, ^{risks (trust)} merits of eliminating steps beyond 2 or 3 steps. Could help.

- Grant blames Union for not upgrading of Sec III & IV & tells ^{such} paper this. Contentious issue peace-meal upgrading. Problems - if do it, those not affected upset. Divide union.

However, class system must be fixed up designed in 1975 under pressure.

- could have Clerk V, VI, VII & if they aren't included (now ^{some positions} A & P)

Re: tt minutes - C.P.E. 15 & 13 (2 years) settled. Acute Care people reached by HCU last week.

- people in hospitals not included last

year in case agreements. Excluded this year, made deal to give people parity with H&A. Sweetheart deal. People voted thru. Announce results later.

- re: grievance report last month ^{re: 2 motions for arbitration} grievance not providing with dismissal arbitration. Explained ^{of case} why griev. etc decided to drop grievance. Will keep people up to date on where grievance stand if dropped or proceeding.

- 15% for 100k sold. A&P got 10% (12) upset. ^{10,000 to go to.}

- re: W.L.'s motion for term deposit ~~for~~ ^{to} 89 days ~~for~~. Can't rate on it.

discussed need to elicit dir. rep. - put it on agenda. Easier to approach people without repercussions if a division rep. could ^{do this as} a steward. Carole ~~is~~ mentioned need of Union reps. to firstly, represent Union & not own position, discussion ensued.

- discussion on ease to speak at US & US UBL meetings. Advisor expressed concern w/ notifying people in advance of ^{meetings} meetings. Discussed successful dir. meeting due to good commun.

- Shila asked about 2 hour meetings - people getting away. Carole says ER told her it was dysto's responsibility to look after shares etc. Worried about ^{ambiguity of contract lang.}

Discussion on the

- question re: freeze & temp employees. confusion about who is placed. 100-150 temps. Couldn't keep track of who works when from gvt. notices. ^{making giving confused} ~~making~~ set-up structure, if get approval from Shaw, jobs are partial.

we don't intend ~~money to people~~ ^{to people} if they rowd. Discussion of Univ plan to cover overlaps.

Univ. will have to get money or work won't be done.

- will be ~~state~~ less jobs at any rate.
- went over wage reverse discussion for those who weren't ~~there~~ here before. Membership will instruct Cont. Ctl. on what to do.

Stata - Prov.

1) Election of officers - results in newsletter, after Sept 24th, no protest, new officers take office.

2) Hearing on charges local v local v ^{joining gen.} hearing results - prov. res exec. found guilty, re-surrendered only. Called a spec. convention on Oct 4th. Total 5 delegates the same as before.

- rehash of application debate due to what local v did joining CCU, against the referendum results. also discussion as to whether local v was right or wrong.

- important as re-surrenders & questions re what happened with local v

- any questions shoulda well meet with ^{people} them.
 - delegates will vote according to
 conv. as didn't meet before Union
 meeting.

- spec. conv. will determine
 fate of V. disc. clause drafted at
 last conv. appeal thru special conv.
 (∴ bad to someone)

- local U says they can belong to both
 CU & SUCK according to ^{the} constit.
 & remain in SUCK until expelled at
 spec. conv.

(3) \$5 assessment from other locals but local 4
 to prov. is giving us the money now.
 newsletter

p. 7 - resolution on per capita - compromise
 position - can't vote (no quorum)
 ∴ won't cost us except interest.

? ^{proposal} people on strike won't be required ^{to pay} per capita
 - severance planning by prov. for education

discussed Lab. Studies Program ^{courses} at Cop College
 Prov. will pay for these courses.

^{prov. is getting} liaison with other unions esp. women's issues
 like equal pay, mat. leave. Prov. exec. supports
 other groups. Other groups asking for our
 mat. clause.

- discussion of other benefits like wage indemnity vs UIC & mat. benefits & need for support for contract demands.
 (people to relate to)
- discussion of proposed wage indemnity plan - MSA draft & no-cost, & giving up to some sick days for this. The only need for sick leave in library where annual use is 8
- discussion of improving dental plan which would cost.

Assurn