

GENERAL MEMBERSHIP MEETING
27 OCTOBER, 1988

approved
14/Feb/89

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CONTRACT ISSUES - M I N U T E S

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

ROLL CALL OF OFFICERS

Pamela Lundrigan	Chair,	President
Shirley Irvine		1st Vice-President and
	Chair,	Grievance Committee
Susan Claybo	Chair,	Job Evaluation Committee
Lee Bryant		Sergeant-at-Arms
Rod Haynes		Business Agent
Joe Denofreo		CUPE Representative
Rebecca Davey		Administrative Secretary

Payroll

The President drew to the membership's attention the situation in Payroll. A petition is available at the door, and members are asked to sign to indicate their support of CUE members in Payroll. Shirley Irvine advised the membership that a grievance has been filed, and that members whose pay is not correct within nine days should file a complaint with the Employment Standards Branch.

Rod Haynes

Rod will be leaving on Friday, 4 November, 1988. Members are invited to drop in to the Union office between 12:00 noon and 5:30 p.m. to say goodbye to Rod. Snacks and wine will be served.

Outstanding Contract Issues:

Job Standards

Kitty Byrne spoke to the issue as follows:

The existing system is quite inadequate, as it permits major inconsistencies in terms of skills required and responsibility exercised within one job classification. Kitty suggested that in the upcoming negotiations the Union should approach the University with a plan based on gender equity. Which the present system does not permit. Gender equity-based systems are required by law in some other provinces. It is just a matter of time before these laws apply in B.C. As an institution partly funded by the Federal Government, the University will have to comply with this legislation sooner or later.

Susan Claybo pointed out that although the Grade Definition method currently in use at the University of British Columbia is the most common in B.C., a weighted point system is more equitable and preferable. Joe Denofreo said that CUPE has been using a weighted point system for several years. Jobs are assessed points based on individual factors. Revision of a Job Description must involve no loss of wages. If a job is reduced in classification (i.e. reclassified at a lower level) it is red circled and dealt with at the bargaining table. Each settlement is different. If CUPE introduces a weighted point system, CUPE will bring in a specialist in this area for negotiating. CUPE has language which can be used as a base for negotiation. A fair system is one which evaluates each job on individual points, not as one of a group of similar jobs. It provides a measuring device for the job itself, not for the individual performing the job. It is usual for a joint (i.e. employer/union) committee to be established.

Kitty asked if it would be preferable to eliminate the existing system altogether, and introduce a pay equity system. Joe responded that pay equity would be used as part of the argument for a weighted point system. Pay equity is a separate entity within a weighted point system, which is the fairest method. Pay equity cannot be applied to the present system.

MOVED Byrne SECONDED Irvine

"That the Union should approach the University of British Columbia with the need to establish a plan which includes male and female jobs with pay equity in mind."

CARRIED

Pamela pointed out that the establishment of a new system would likely not happen within this set of negotiations. Kitty stated that the committee will have a specific mandate and deadlines, and must produce a report within this time frame. Susan Claybo added that the CUPE weighted point system is labelled "gender neutral", which should meet the requirements of the proposed system.

An amendment to the earlier motion was proposed as follows:

MOVED Hutchison SECONDED Pound

"That the motion be amended to read as follows:

That the Union present to the University in this round of negotiations the need to establish a gender neutral job evaluation system."

CARRIED

CONTRACT PROPOSALS

Article 24.09

Pamela drew attention to the addition of language relating to higher standards of testing, and also "ionizing" and "non-ionizing".

MOVED Love SECONDED Lebitschnig

"That the proposed revisions to Article 24.09 be adopted"

CARRIED

MOVED Fisher SECONDED Love

"That the proposal be amended as follows:

Insert "proper" before "function" (line 2) and insert "levels of" before "emissions" (line 3)

CARRIED

MOVED Irvine SECONDED Love

"That the proposal be further amended to replace "Occupational Health & Safety Office" with "an independent testing system agreed to by the University and the Union"

CARRIED

19.07 Work Performance Electronic Monitoring

Shirley stated that employees require protection against the University's being able to monitor a) keystrokes and b) telephone conversations. Currently, they have the ability to do this for each employee. This can be used against employees.

A member asked if this meant that the Union position was that there should be no work performance tests at all. Shirley responded that this language was designed to remove the pressure of knowing that you are being continually monitored by electronic means. Further discussion ensued.

MOVED Irvine SECONDED Lebitschnig

"That the proposed language dealing with Electronic Monitoring be accepted"

CARRIED

MOVED Fisher SECONDED Love

"That the proposed language be amended, adding "and no system specifically designed to acquire performance measurement information should be implemented."

"

DEFEATED

MOVED Anderson SECONDED Erickson

"That the proposed language be further amended, changing "a" to "any" in the first line.

CARRIED

Article 30.06 Sick Leave Payout

Pamela reported that research shows that compensation for unused sick leave in other collective agreements ranges through 0% - 15% - 100%. As this is an earned benefit, compensation should be paid. Discussion followed.

MOVED Lundrigan SECONDED Fisher

"That the proposed language covering payout of unused sick leave be adopted."

CARRIED

It was decided that the discussion on prioritizing contract items should be off the record in order to encourage free expression and to minimize risk of confidential information being leaked.

General discussion followed.

The meeting adjourned at 2:00 p.m.

*approved
14 Feb 1989*

**GENERAL MEMBERSHIP MEETING
17 NOVEMBER, 1988**

MINUTES

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

ROLL CALL OF OFFICERS

Pamela Lundrigan	Chair,	President
Shirley Irvine		1st Vice-President and
	Chair,	Grievance Committee
Diana Ellis		Secretary-Treasurer
Pat Fornelli		Health & Safety Ctte.
Susan Claybo	Chair	Job Evaluation Ctte.
Lee Bryant		Sergeant-At-Arms
Patsi McMurchy		Sergeant-At-Arms
Joe Denofreo		CUPE Representative
Rebecca Davey		Administrative Secretary

ADOPTION OF AGENDA

The Chair expressed the concerns of some members about important issues being discussed at one-hour meetings. She advised that she called Adrien Kiernan, former President, and was told that if the issues and motions went out with the proper notice, there should be no objection. Adrien also said she was not familiar with any policy of the Union where important business could not be discussed at one-hour meetings. She invited members' comments about this concern. There was a consensus that important business should be dealt with expeditiously, at a one-hour meeting if necessary.

MOVED Zagar SECONDED Lundy

"That the agenda be amended, placing Item 5 b), Hiring Committee Report, immediately following Item #2."

CARRIED

Hiring Committee Report

Marion Gordon reported as follows:

The Committee, comprised of 6 elected Union members, met initially to review the present job description for the Business Agent, and from that established the criteria for evaluating