

GENERAL MEMBERSHIP MEETING MINUTES

THURSDAY, APRIL 16, 1987

I.R.C. # 2 12:30 - 2:30

Chair : Adrien Kiernan called the meeting to order at 12:40

1. Roll Call of Officers: Alannah Anderson (recording).
Vice-President; Diana Ellis,
Treasurer; Edmund Kam, Trustee;
Suzan Zagar, Trustee; and Joe
Denofreo, National
Representative, CUPE.

2. Adoption of the Agenda as amended by adding item # 3a
"Notice of Motion". We are bringing this job description
to you for approval as the Union Office Secretary's job
description has been changed:

" NOTICE OF MOTION ":

"The job description of the Office Secretary
for the Union Office be approved as amended."

Moved by Florence Halama and seconded
Lee Horvath ...Carried.

3. Adoption of the Minutes - Suzan Zagar moved, Louise Lamb
seconded...Carried

3a. Adrien Kiernan passed the Chair to Alannah Anderson in
order to speak to the motion with regard to the
Secretary's position. The job description was changed
from the previous one in order to reflect more
accurately the work that is required in the office.
The position is also to be removed from the Bargaining
Unit in order to eliminate conflict of interest.

Motion:

" It is moved that the job description of
the Secretary for the Union Office be
approved as appended."

Moved by the Executive and seconded by
Ruth Shaffron.

Rosemary Paget moved that we change one part of
of the job description to read 'Shorthand a preferred
qualification'. The motion was carried.

4. Nominations for Recording Secretary - there were none
offered

Nominations for the Communications
Committee - there were none
offered

Ann Hutchison volunteered to describe the
Communications Committee, she mentioned the three that
were still involved: Rona Boverman, Seonid
Christopherson, Avron Hoffman.

The deadline for submissions for the next Newsletter
is May 15th and the next meeting is going May 21st.

5. Contract Committee Report - Diana Ellis will speak to the
Contract Proposals (appended) and she has been Acting
Chair while Adrien Kernan has been on holiday.

Suzan Zagar moved that we should strike a sub-committee
to research and review pay scales, seconded by Ruth
Saffron...Carried.

Nominations for sub-committee - Ann Hutchison declined
- Michelle McEnroe

A member question why we were going for a two year contract
and it was replied that this was what the membership had
wanted pursuant to a survey.

6. Other Business - Suzan Zagar passed a motion that the
ballot for joining CUPE be destroyed, seconded by
Jeannette Vogal...Carried.

Suzan Zagar moved that we request the University
to give back our two hour meeting allotment as this
meeting has concluded by 1:30, Seconded by F. Halama
...Carried.

The final ten minutes of the meeting were handed to Joe to
speak about the effects of Bill 19 & 20.

Joe stated that this was a new type of labour
relations. It was going to be like having a ' Super
Board ' with Czar-like powers to be able to intercede
between the Union and the Employer. These types of
power are normally left to elected members of the
Legislature but this Board consists of appointed
members.

Another concern was allowing strikes to continue for
28 days. He felt that this would create more strikes
because employers would think that a strike could only
continue for 28 days and that they could save money.
And also some unions could think that ' well it will
only last for 28 days and we can afford it.'
And in this way more strikes would occur.
Another damaging effect of these Bills would be that
memberships would be required to vote on every offer.
during negotiations. 'Final Offers' are not always
final offers but oftentimes a strategic ploy.

These Bills could also mean that we could loose our
Successor Status. This does not affect University
employees but it does affect Trade Unions, in that
a company which has unionized employees same company
could set up a separate company and hire non-union
employees. Then they could each bid for any job. The
result of this could be that the non-union companies
with the same owners would get all of the work and the
profits would go to the owners that way. But the union
employees would become unemployed.

CUPE will be asking all members to vote on whether we
support this legislation. We have to tell the Premier
that it will not help the economy or labour relations
in the Province. The Premier has said that the majority
of people are behind him so those who are in favour of Bills
19 & 20 must inform him accordingly. A package of
information coming out which will help people make
up their minds. Jeff Rose will be arriving to talk on this
issue next week. There is a program of action being developed
by the B.C. Federation of Labour in cooperation with all
affiliates.

Suzan Zagar moved that the Contract Committee be directed to
review special consideration for the Executive and Committee
members to have extra time off to compensate for their
volunteer work.

Adrien raised the concern of how this would work,
would it be pro-rated, what would happen if an
Executive member did not serve for a full year?
How would we determine what amount of time would
be going to which committee member etc. etc..

Joe added that he felt that there were real problems
and asked that the Contract Committee review it before
it goes to the membership.

A. Anderson explained that Executive and Committee
members occasionally put in really long hours and
since the University is paid to do their share of
work on their side we have the conflict of maintaining
our jobs and doing this in our spare time.
This motion was defeated.

Finally, Diana Ellis is circulating a petition that
Bills 19 & 20 be withdrawn by the Government.
She asked that we get signatures and then return them
to the Union Office as ammunition for our campaign
against Bills 19 & 20.

The meeting was adjourned at 1:30.