

CUE Executive Meeting
April 23, 1986

Present: Kitty Byrne, Patricia House, Ted Byrne, Mary McKenna-Forkin, Edmund Kam, Suzan Zagar, Shirley Irvine, Mary Vorvis, Karen Shaw

1. Agenda adopted as presented, moved by Ted, seconded by Shirley.
2. Office report.

e) Motion: That we give notice of motion for the next General Membership Meeting that we change the dues to a percentage per capita, and that the percentage be that percentage which will give the Union the same revenue. Moved by Ted and seconded by Edmund.

Edmund: the motion should state the exact percentage
Pat: about 1.2% would do - starting on Jan. 1 we have to report the part-timers as percentage per cap according to changes in Cupe constitution - should happen sooner, but we have agreement with the National that we can leave as is now until we get a proper list from Payroll, and that will not be available until the new General Ledger system is fully in place - Pat can get an accurate percentage figure for the next meeting
- it was also decided that the motion should say the approx. date by which it can be implemented
- the motion was carried

- a) Helen starts work in the office on May 1 - Mary Vorvis will be booked off and trained with Helen on the finances.
- b) Overtime - approved as presented (see attached) - Moved by Mary McF. and seconded by Shirley.
- c) Photocopier - our copier is paid for, and is probably sold - new copier lined up - \$160/mo. as opposed to \$120/mo. on the old one - Motion: that we lease to buy a new copier - moved by Patricia and seconded by Suzan. Motion carried.
- d) Insurance - Insurance company can only provide 1 million in liability - they may be able to give us 2m as we had, but would cost us \$300-500 more - so Patricia cancelled and bought the 1m liability
Kitty: can we get a better deal elsewhere
Patricia: no, have researched - we have to use union firm - there are not many of them - we quit ICBC which is union, but it was too expensive - now we are with the Cooperators
Ted: (discussion of 'errors and omissions' coverage for Union reps - Ted will investigate and see what is available, and whether other union reps. have such)

- f) Salary of office staff - Kitty proposes moving salaries of office staff to level which would include overtime now being paid out, and then before the next election move them to the top of the bargaining unit (this would not include the secretary)

Motion: that the salaries of the Union Representatives be raised to a level which would include overtime now being paid out, and then effective Jan 1, 1987, be raised to the top rate of the bargaining unit - Moved by Mary McF, seconded by Suzan

- question of how can we not pay overtime when contract allows overtime - Edmund and Mary V. - they should still be entitled to overtime

Suzan: the only way that they can not be paid overtime is if the executive puts in a policy that no overtime be worked - the increase should be based on level of responsibility etc. not on condition that no overtime be paid

Ted: eliminate overtime because of the humiliating process of having to claim overtime each time - there should also be no room for manipulation, etc. - if the exec. ruled that no overtime be worked, it would still be worked, but just not paid

Pat: agrees, but uncomfortable with the two steps proposed - if we can justify going to the top step we can justify doing it at once

Kitty: it would be too high a percentage increase all at once -

Pat: pegging wages to level of responsibility is fair - question is not really volume of work and hours worked, but level of responsibility

- discussion of wages, percentage increase etc. - Pat worked out the percentage increase and it would be around 15% - there was also some discussion of the fact that it is a misclassification and not a wage increase - the current wage is \$22,164 - Ted's gross earnings were 25,000 and Pat's 25,500 (but she was paid out for two weeks vacation) - the top rate in the bargaining unit after July 1, 86 will be 29,000 approx.

- motion withdrawn

Motion: that the salaries of the full time officers be raised to the top step of paygrade 11, and notice of motion be given for the Sept. General Meeting - moved by Mary McF. and seconded by Edmund - motion carried, Ted and Pat abstained, the rest voted in favour

- the above motion at first contained a statement that the Union policy will be that full-time officers no longer bill for overtime - this was deleted and a second motion proposed:

Motion: that if the above motion is passed by the membership, the executive recommends that the policy of the Union be no billing for overtime for the full-time officers, and that this motion also goes to the Sept. General Meeting

- Karen said there would be no billing of overtime, but would still be an account of hours worked
- this motion was discussed and it was decided that it was unwise to have two separate motions since the first could be defeated and the second one passed, so both motions were withdrawn

Motion: that the salaries of the full time officers immediately be raised to the top step of pay grade 11, and overtime be no longer billed, and that notice of motion to this effect be given for the Sept. GM - moved by Mary McF and seconded by Edmund - motion carried, unanimous except Ted and Pat abstained

- g) Investment: doing well - 36% last year and we did about 9½% after brokerage fees (ie. over 6 weeks)
3. Ritchie and Associates - Ted reported briefly on the situation in LPC and in Finance. The Finance grievance has been to step 3, and the University has agreed to post and fill the disputed positions - the Grievance Committee will now have to decide if the dispute can be resolved. LPC: R&A complained to the Univ. Administration that they were being 'harassed' - this resulted in memo from Bob McDonald (Librarian LPC) which appears to restrict employees' right to free speech - Ted checked with a lawyer and responded to the memo after meeting with the LPC staff - the correspondence is printed in the newsletter.
4. Library Conference - Suzan will report on the Cupe Library Workers' Conference to the next GM (she later said she would be away at that time)
5. Contract Committee - tabled.
6. Motion: that we support the Heu in their current negotiations, and will respect their picket lines - notice of motion to this effect to the next General Meeting. Moved by Ted and seconded by Mary McF. motion carried.

Suzan: we need exec. policy on how these situations are to be handled
Mary McF. - Nurses may also go out on strike - Ted will investigate

Motion: that we support the BCNU in their current negotiations and will not cross their picket lines - notice of motion to this effect to go to the next General Meeting - moved by Mary McF, seconded by Karen - motion carried

- on agenda of next Exec. mtg., that we discuss question of strike pay if there is a strike in the hospitals, and essential services etc. - emergency Exec. mtg. should precede the next GM

- Univ. requested that one position at St. Paul's be declared essential - Ted explained that they had at first requested that all of our members be designated essential - then they came back with only one, Mary Stewart, a Clin. Sec. 2 at St. Pauls - they want her designated essential until May 5, because there is no one else in her clinic until then to process the patients and, Pat explained, the patients would not be able to receive treatment

Motion: that we do not agree that any of our members are essential under any circumstances - moved by Mary V, seconded by Edmund.

- Ted questioned whether we could do that since our contract requires that we maintain essential services - he also questioned whether it would be legal under the Code - he will check this out - the motion was tabled

Motion: that the University's request that Margaret Stewart, Clin Sec. 2, St. Pauls, be considered essential be denied. - moved by Ted, seconded by Pat - motion carried

7. Health and Safety - Karen presented proposed smoking policy, gave copy to each member, and asked for feedback before May 27
8. Next General Meeting, May 8, 1986. Next Executive Meeting, April 30.
9. Other business.
Motion: that Kitty be booked off to cover for Union Representatives' vacations, and that she be paid at the Union Representative rate. motion carried