



G E N E R A L M E M B E R S H I P M E E T I N G

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I. R. C. # 2

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A G E N D A

1. Adoption of Agenda.
2. Adoption of Minutes.
3. Business Arising from Minutes.*
4. Nominations:
 - Contract Committee
 - Grievance Committee
 - President
 - Recording Secretary
 - Treasurer
 - Trustees (3)
 - Union Rep.--two full time positions
 - Vice President
5. Treasurer's Report.**
6. Grievance Committee Report.
7. Contract Committee Report.
8. Union Office Report.
9. Other business.

* **NOTICE OF MOTION:** THAT C.U.E. members at the hospitals affected by the strike be given some sort of compensation until C.U.P.E. strike pay comes into effect.

** **NOTICE OF MOTION:** THAT the effective date in bylaw K1 be changed to September 1, 1986.

NOTICE OF MOTION: THAT the requirement under bylaw K4 that 10% of monthly dues be allocated into the strike fund be waived in regard to all unpaid amounts for the period up to and including February 1985.

NOTICE OF MOTION: THAT the requirement under bylaw K4 that 10% of monthly dues be allocated into the strike fund be waived altogether for the period of the service contract.

CANADIAN UNIVERSITY EMPLOYEES
GENERAL MEMBERSHIP MEETING
NOVEMBER 27, 1986

MINUTES

1. Adoption of Agenda

Moved by Chuck Erickson, seconded by Diana Ellis, carried.

2. Adoption of Minutes of October 30, 1986

Moved by Chuck Erickson, seconded by Sandra Wadland, carried.

3. Business Arising from Minutes

Re notice of motion given last meeting: "That CUE members at the hospitals affected by the strike be given some sort of compensation until CUPE strike pay comes into effect." This refers to HSA strike and it does not appear there will be a strike. As the mover and seconder were not present, the motion could not be withdrawn. It was suggested that the issue should be dealt with in a more general, concrete form in a non-emergency time. Specific instances could be dealt with. This question will be taken to the Executive.

4. Nominations

For the Treasurer position, Diana Ellis was nominated. For the Trustee positions, Edmund Kam and Suzan Zagar were nominated. Nominations are open for Contract Committee, Grievance Committee, President, Recording Secretary, Treasurer, Trustees (3), Union Rep (2 full-time positions), and Vice President. Nominations close at the December General Membership Meeting.

5. Treasurer's Report

Re new accounting system, CUE office: Mr. Ian McLean of Dunwoody & Company is currently working with Helen Glavina in setting up the new system utilizing the ACCPAC software program, General Ledger Module. A new budget for September-December 1986 and financial statements running from September 1, 1986 will be produced. Also, we have been advised by Joe Denofreo that CUPE National accountant will be at the office for a couple of days in December to work with Helen on some financial matters, e.g., per capita tax.

Notice of Motion: That Bylaw K1 state that, for the percentage dues, the percentage is to be taken on all gross earnings.

Motion: That the effective date in Bylaw K1 be changed to September 1, 1986. Carried

Note: The University implemented the percentage dues structure effective September 1, 1986 rather than July 1, 1986.

Motion: That the requirement under Bylaw K4 that 10% of monthly dues be allocated into strike fund be waived in regard to all unpaid interfund amounts for period up to and including February 1985.

Carried

Motion: That the requirement under Bylaw K4 that 10% of monthly dues be allocated into the strike fund shall be waived altogether for the period of the service contract.

Carried

Note: The percentage required to generate the same revenue as was received prior to implementation of percentage dues structure September 1, 1986 is being studied. There appears to be a shortfall using the percentage of 1.2%.

Mary Vorvis announced that she is resigning her position as Treasurer of CUE effective December 1, 1986, because (1) the time required to do a proper job is more than she is able to volunteer on a continuing basis, and (2) she has philosophical differences with the way in which the union is being managed.

6. Grievance Committee Report

General areas covered were:

- medical/dental appointments--at issue is interpretation of how appointments are taken, whether can be banked or only taken once per month.
- modified work week--concern over continuing reduction of "flex time" available to members.
- medical leave--union is to be advised of any problems or harrassment in regards to doctors' reports or notices in mail from university (e.g., their doctor to contact your doctor for prognosis, etc.).
- sick leave/vacation records--members advised to keep own records of how much entitled to and keep up to date.
- hiring policies--arbitrations pending; documents in reply as to why the candidate did not get the position being grieved.
- performance appraisals--contract committee would like to hear departmental practices; nothing in contract to cover performance appraisals other than article to grieve adverse reports.
- part-time hourly on-call employees--concern re departments setting up own pools in addition to pool negotiated with a ceiling allowed of 28 people.
- problems with pay cheques, heating, plumbing--call particular department involved; if not resolved, then call union office.
- reclassifications/misclassifications--information sheet is sent out by union re what period entitled to; have right to an appeal.
- personnel file--have right to go where personnel file is and check it; policy re removal of documents from file is to phone or send a memo asking for removal of documents, memo is then put in file saying okay, then can go in and destroy both documents.
- contracting out and volume of workload remain major issues.

7. Contract Committee Report

This 7-member committee have been meeting for the last couple of months. Need to have a larger, more representative committee. The contract proposals for membership ratification will be presented in the near future. The questionnaire re contract proposals generated a good number of responses from the members.

In regards to the Benefits Committee's look at the 3-in-1 package, discussions continue between the university and the unions on campus to get some kind of consensus on recommendations.

In regards to the university setting up the Development Office, CUE Executive Committee has okayed the employees' transfer, with seniority, to our bargaining unit, however, still pending is a decision as to the wages.

In regards to the Labour Relations Board hearing re Essential Services, all 23 positions requested by UBC were designated as essential services. An appeal by CUE is pending and the membership will be kept posted.

Meeting adjourned.