

GENERAL MEMBERSHIP MEETING  
17 NOVEMBER, 1988  
IRC #1, 12:30 - 1:30 P.M.

A G E N D A

1. ROLL CALL OF OFFICERS
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES OF SEPT. 29, 1988
4. BUSINESS ARISING FROM THE MINUTES
  - a) Nominations for:  
2nd Vice-President  
Recording Secretary  
Trustees (3)
  - b) Oath of Office
5. PRESIDENT'S REPORT
  - a) Telereg
  - b) Hiring Committee Report
  - c) Bylaws
  - d) Meeting dates (no meeting in December)
  - e) Speakers at future meetings
6. SECRETARY/TREASURER'S REPORT
  - a) Correction to Business Agent Salary Adjustment
7. COMMITTEE REPORTS
  - i. Grievance Committee
  - ii. Health & Safety Committee
  - iii. Job Evaluation
  - iv. Education
  - v. Communications
  - vi. Contract
8. OTHER BUSINESS

MEMBERSHIP CARDS REQUIRED

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9 to  
**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**

**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
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

applicants. The committee reviewed approximately 40 resumes, which were short-listed to 6 candidates. After the interviews were complete a list of questions on each candidate was compiled to be asked of each reference. Pamela Lundrigan contacted all references listed and brought the replies back to the committee. The candidate who stood out above the rest was **Rosanne Hood**.

Rosanne has 14 years Union experience starting as a shop steward and progressing through the ranks of the BCGEU to her present position as a negotiator for the Professional Institute of the Public Service of Canada. She has been a member of the Human Rights Committee of the B.C. Federation of Labour for 4 years, and an executive member of the New Westminster and District Labour Council for 4 years. She meets all the criteria established by the committee; she shares the philosophies and beliefs of this union; she comes highly recommended by her references; and is available to us on the terms approved by the membership. Consequently, the Hiring Committee recommends her to the membership as their next Business Agent.

**MOVED Zagar SECONDED Ellis**

**"To accept the Hiring Committee's recommendation to hire Rosanne Hood as Business Agent"**

**CARRIED**

**Contract for Business Agent**

CUPE does not have a standard contract. The Executive has drafted one. Pamela read it to the meeting. Rosanne Hood is in agreement with the terms. The Executive will also seek two legal opinions on the contract: one from CUPE's legal department, and one from an independent source.

**MOVED Gordon SECONDED Stewart**

**"That the contract be approved in principle and in intent, conditional on legal opinion."**

**CARRIED**

**Executive Meeting of 13 October, 1988**

Shirley Irvine reported that at the Executive meeting of 13 October a motion was passed to have the President work in the office as the Business Agent at the Business Agent's salary from 7 November until the new Business Agent is established. The rationale for this motion is the principle in the Collective Agreement regarding temporary promotions which states that the employee should be paid for the job done. Shirley went on to say that Pam is performing the job duties very well.

**MOVED The Executive SECONDED Gordon**

**"That the President be paid at the same rate as the Business Agent from 7 November until the full-time Business Agent starts."**

Discussion followed, in which Diana Ellis opposed the motion, stating that in the past we have elected and trained people to work in the office and paid them at the Secretary 5, Step C. It was decided that we needed a fully qualified business agent in our Union office not trainees. The wages were then raised in order to attract someone who would have the qualifications and experience that the position required. Although Pamela has been working in the office in the absence of a Business Agent She 1) does not have the formal training and experience required of the Business Agent, and 2) many of the duties being performed are also those of the President. Diana would propose, rather, that the President be paid at the Sec. V Step C level for these duties, seeing as she is receiving on the job training..

A member asked what exactly the salary would be. It was determined that the salary would be \$2,500 or \$2,600 per month.

**MOVED Love SECONDED Turner**

**"That the motion on the floor be amended to include the amount".**

**CARRIED**

Further discussion followed. A member suggested that the position could have been posted as a temporary position. Marion Gordon responded that Pamela has a year of experience in all facets of union activity, including assisting the previous Business Agent in his duties. Susan Claybo raised the point that at the October 13th meeting, the rate of pay referred to was whatever Rod was getting at that time. Diana said that this was about \$2,600 per month, but that Pamela should be paid at a trainee rate. She asked Joe what CUPE trainee staff reps. got. He replied that if an employer asks an employee to perform certain duties, then the employer must pay the going rate for performance of those duties.

The question was called. The President read the amended motion:

**"That the President be paid at the same rate as the Business Agent, i.e. \$2,500 per month, from 7 November until the full-time Business Agent Starts."**

**CARRIED**

**Contract**

The Chair informed the meeting that notice has been given to the University that the Union is ready to commence negotiation of a new contract.

**Door Prize Draw**

There was a draw for two door prizes, A double guest movie pass which was won by:Inset members name here and a copy of "Liqueurs for Desert" a cookbook written by CUE member Sandra Wong, which was won by Pam Niblock.

The meeting adjourned at 1:25 p.m.

**GENERAL MEMBERSHIP MEETING  
19 JANUARY, 1989  
MINUTES**

*see 1989 binder*

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
E. Lebitschnig	Chair,	Health & Safety Ctte.
Susan Claybo	Chair,	Job Evaluation Ctte.
Leigh Bryant		Sergeant-at-Arms
Rosanne Hood		Business Agent
Rebecca Davey		Administrative Secretary

**ADOPTION OF AGENDA**

**MOVED Molyneux SECONDED Zagar**  
**"To add adoption of minutes of 27 October, 1988 to the agenda."**

**CARRIED**

**MOVED Ambegia SECONDED Savory**  
**"To move Contract Report to item b) President's Report"**

**CARRIED**