

GENERAL MEMBERSHIP MEETING
20th February, 1990
MINUTES

The Chair called the meeting to order at 12:50 p.m.

ROLL CALL OF OFFICERS

Greg Fisher	President
Shirley Irvine	1st Vice President
Ann Hutchison	2nd Vice President
Sandy Lundy	Recording Secretary
Ann Chatwin	Sergeant-at-Arms
Paul Tetrault	Business Agent

2. ADOPTION OF AGENDA

Amendments to include Nominations Open for Secretary Treasurer.

MOVED:Erickson/**SECONDED:**Abbott
That the agenda be adopted as amended.

CARRIED

3. ADOPTION OF MINUTES

MOVED:Erickson/**SECONDED:**Abbott
That the minutes of January 18, 1990 be adopted.

CARRIED

5. NOMINATIONS FOR THE 1990/91 EXECUTIVE

Secretary-Treasurer - Because Loretta Clarke will be unable to continue as Secretary-Treasurer, this position is again open for nominations. Two nominations have been received for this position. Sandy Lundy and Paula Diether were both nominated and there will be an election at the March membership meeting.

Positions remain open for:

Trustee (3 year term ending Dec. 92)

Trustee (1 year term ending Dec. 90)

6. PRESIDENT'S REPORT

Greg Fisher reported on the Harrison Winter School he had attended in January. The course he had taken was Facing Management and he found it to be very effective and interesting. There were some videos that he will try to arrange to get for our membership that he found to be very educational. As for the 1990 Local planning meetings, two meetings have been held so far and the Executive may require two more meetings to cover all the areas in the 1990 agenda. The discussion on moving offices is still occurring, one of the most important items of having new office space is having a completely enclosed meeting room, for grievors to meet with representatives and for committee meetings to take place without interruptions. One of the members questioned getting office space on campus, and Greg reported that the Local is continually trying to get space on campus, but to no avail. Greg also reported that members should get on the provincial voters list now as a person can't show up on the day of the election and obtain a voters card. A voting card must be applied for ahead of time. The phone number for signing up is 660-6848. Greg also wanted to remind members of the International Women's Day - March 8th. From March 4-7 the National Film Board will be showing Cinema-Tech films at 7:30 & 9:30 at 1131 Howe Street and the admission is free. There will be a culture night at 1111 Commercial Drive on March 8th at 7:30 p.m. (women only) The march and rally will be held March 10th starting from Openheimer Park and continuing on to the Robson Square media centre, where there will be an Info Fair on Women's Day.

7. Business Agents Report

Paul reported that Greg has been booked off to work in the office with Step I & II grievances, and to handle contract interpretations. Paul's main focus is the organization and development of the Arbitration cases. There are currently 35 grievances at the arbitration level. The Union has met with UBC's Legal Council on 25 arbitrations to agree on arbitrators, dates, etc. There are dates confirmed in April, May & June. With the number of cases going to arbitration there should be two arbitrations scheduled per month. Although it is the general feeling that many will be settled before the arbitration date. Paul outlined the approximate cost of an arbitration and the University's expenses for an arbitration are roughly \$5,000.00. With 35 arbitration pending that is quite a bit of money. Paul reported on the bargaining unit work problem on campus. AUCE was certified in 1974 as a non-profit organization for secretarial, clerical and library workers on campus, with exceptions from Local 116. He estimates 50 - 200 positions are missing that should be in our bargaining unit. These are positions that have become A & P or are excluded

from our Union for reasons such as confidentiality, etc. Paul gave three examples of this situation

1) Director resigns and the Secretary V resigns as well, the new director hired posts for an Admin. Clerk and hires and Admin. Assistant outside of the bargaining unit.

2) UBC has developed technological changes and the new positions are being filled by A & P.

3) Clearly Clerical & Secretarial positions excluded because of supposed confidentiality reasons.

Eventually application will be made to the IRC to obtain these positions back. A major investigation is now underway and currently we are using stewards and members of the grievance committee to investigate areas where the certification is being breached. A couple of reasons for the University taking away positions from our bargaining unit are:

a) In the case of a strike, each office would have sufficient numbers of people at the management level to continue to run the offices.

b) If the employee is a valued employee a higher position, with better pay will offer the employee incentive to remain in that department.

As for the Shop Steward's Committee training, 22 Stewards attended the January meeting. Another meeting will be held on March 13 and two more meetings to follow in May & September. A number of stewards are currently registered in the spring courses being offered by CUPE Metro Council and by the Canadian Labour Congress.

A reminder that the B.C. Federation of Labour is holding a two day Women's Conference (Women's Rights - 100 years of struggle) on March 2nd & 3rd. The registration cost is \$55.00 and if anyone is interested the Executive will consider paying for a member to attend.

7. SECRETARY-TREASURER'S REPORT

Since there is currently no Secretary-Treasurer, there was no report.

8. COMMITTEE REPORTS

i. Grievance Committee

Shirley Irvine reiterated Paul's message regarding the Bargaining Unit work, and pointed out that this erosion has created "shell" categories, for example there is no editorial assistants on campus. There is a loophole in the contract regarding the number of student assistants allowed to be hired in any one department. This will be passed on to the Contract committee for the next round of negotiations.

ii. Contract Committee

Ann Hutchison reported that the committee needs to start soon to prepare for the next round of negotiations, by sending out a questionnaire, polling, and then to use the information gathered to work up proposals. The first meeting for the Contract Committee will be Tuesday, March 6, 1990 at 5:00 p.m.

iii. Communication Committee

Richard Melanson reported that the newsletter will be put together on Wednesday, February 28 and the Committee will continue to put together the newsletter the last Wednesday of every month. On Monday March 5 the committee will be looking for labelers to get the newsletter out on time.

Because the business of the meeting ended so early there was time for a general discussion regarding the Federal Budget. The most important issue that will affect our University is the transfer payments being cut drastically, possibly causing a major cutback to higher education. It was recommended that a guest speaker attend the next meeting. Jan Taggart suggested we get someone to speak on the Meech Lake project. There was also discussion on the issue of Language dispute in the food services department.

MOVED:Erickson/**SECONDED:**Hutchison
That the meeting be adjourned.

The meeting was adjourned at 1:45 p.m.

member/26.min