

Executive Meeting

March 27, 1991

MINUTES

GA

PRESENT:

Greg Fisher
Ann Hutchison
Polly Diether
Vic Wilson
Stephen Montgomery
Jennifer Martin
Paul Tetrault

President
2nd Vice President
Secretary-Treasurer
Chief Shop Steward
H & S Committee
Recording Secretary
Business Agent

The meeting was called to order at approximately 9:20 a.m.

1) ADOPTION OF AGENDA

MOVED:Diether/**SECONDED:**Hutchison
That the agenda be adopted as ammended.
CARRIED

MOVED:Hutchison/**SECONDED:**Diether
That Richard Melanson & Jan Taggart be booked off from
April 8, 1991, 2-4 & 3:45-6:45 respectively.
CARRIED

MOVED:Diether/**SECONDED:**Hutchison
That Polly Diether be booked off April 22, 1991 from 8:30 -
2:30 for month end.
CARRIED

MOVED:Diether/**SECONDED:**Hutchison
That Eniko Wilkie be booked off for the next two month
ends and the next Executive meeting for Trustee training
purposes.
CARRIED

2. BOOKING OFF POLICY

The Library Committee is a special ad hoc committee and
thus qualifies under the guidelines of the special booking
off. The question was raised about the regular committee
booking offs. It would be good to know roughly how much
we have spent for this purpose to date and how this
relates to how much we have budgeted.

The concern is compounded by the unwillingness of Union
members to put in a lot of their own time. The concern for
the status of the booking offs could be aided by a report
from the Treasurer on how much we've spent so far and
what is left so that we can keep a running tally, along with
a summary. The booking off amounts may be reduced if
Chairs will keep attendance records using the special form
available and thus the Union can cancel the booking offs
of any members that cannot attend the meeting for which
they are booked off. Polly was concerned that we don't
receive the actual figures from the University. The
consensus was to use an average rate such as \$15 per
hour to figure out the monthly amounts based on the
hours which we have.

In response to the issue of lack of willingness to
participate it was considered by one member to be a dead
issue and thus more worthwhile to encourage those
members who were willing to participate. Others saw it as
a result of the kind of Union we are -- one based on
servicing. Others were of the opinion that it was the way
of society as a whole with the pendulum swing on the end
of malaise and away from willingness to participate.

We are recognizing both the need to service and the need
to involve members to the maximum. The consensus was
to keep training our everyday members to become the
experts to service the needs of the members.

Hospital Strike

Unfortunately, Stephen Hammond sent a letter to
managers at the hospital stating there could be a strike
April, 1991.

We reviewed the draft letter regarding our position which
is to be sent to the hospital CUPE employees. The
Executive needs to formulate a policy to recommend to the
general membership at the April membership meeting.

If an assessment is needed the membership will have to be
given a notice of motion. This situation is very tricky -
politically.

We will have some difficulty enforcing our very heavy
penalties if there is no positive incentive being offered. If
was felt that with forewarning and education in the form
of the letter and a meeting with employees affected and
strike pay that there would be no excuse for crossing the
picket line.

We have approximately 150 members who work in the
hospitals, about 30 of these will be deemed essential
service workers leaving 120 members who should not
cross. If members are threatened with losing their Union
card it is tantamount to losing their job since in order to
be a University employee one must be a member of CUPE
according to our contract. There is still the outstanding
question of whether or not picket duty will be required and
how to administer this. We debated long and hard over
how much strike pay we could manage but it was decided
that it should come from the strike fund and not an
assessment. Would CUPE National benefits kick in after
10 days? We should pay the net pay: what people have
on their cheque stubs rather than just gross minus CPP,
UI, and tax due to the overwhelming task of having to
figure out each persons dental or pension or other
benefits. Ann and whoever else is able are to attend the
meetings at the hospitals. (dates and times to be set)

Steward Manual

This coles notes version of the collective agreement is a
place to start, then a shop stewards meeting could be held
to familiarize stewards with it's contents. That Greg and
Paul put aside as much time as possible during the week
of April 29 - May 3 to come up with a rough draft of the
steward manual which can be revised as needed. The
purpose of this manual is to interpret the contract so that
stewards can get answers to their questions and thus
reduce their need to call the Union office experts quite so
often on minor points. The stewards next topic for
discussion at the next steward meeting needs to be "What
does it mean to be a steward?" For example the minimum
expectations such as attendance at all general
membership meetings

MOVED:Wilson/**SECONDED:**Hutchison
That the June 13 steward meeting will be from 12:30 -
3:00 in order to present the stewards manual.
CARRIED

Book off the Executive to continue the planning meeting
on Tues. April 2nd 3:15 - 5:15 p.m.

MOVED:Martin
That the meeting be adjourned.
CARRIED

exec/110.min