

EMERGENCY EXECUTIVE MEETING

October 30th, 1990

MINUTES

94

PRESENT:

**Greg Fisher
Shirley Irvine
Ann Hutchison
Polly Diether
Vic Wilson
Stephen Montgomery
Ann Chatwin
Lynn Jenkinson
Paul Tetrault**

**President
1st Vice President
2nd Vice President
Secretary Treasurer
Chief Shop Steward
Chair, H & S Committee
Sergeant-at-Arms
Sergeant-at-Arms
Business Agent**

The meeting was called to order at approximately 2:40 p.m.

1. ADOPTION OF MINUTES OF OCT. 23rd

MOVED:Wilson/**SECONDED:**Jenkinson
That the minutes of Oct. 23, 1990 be adopted as amended.

CARRIED

2. LETTER FOR HEALTH & SAFETY WEEK

Stephen Montgomery reported that he had not done the letter yet but the letter would be drafted and sent around for the Executive's approval.

3. OFFICE STAFFING DISCUSSION

There was a discussion on the question of office staffing:

1. Agree that 2nd person necessary in office
2. Person essentially involved in service to membership, but also to be trained by business agent. This person to be a generalist, backing up the business agent and performing independent research tasks.

Person to be hired by the Executive from the bargaining unit for a 2 year term. No one is allowed to serve 2 consecutive terms but a member may serve more than 1 term. To be eligible to be hired, a member must have 1 year experience as a steward/committee person.
4. The office person could not hold an Executive position at the time she(he) serves in the office but would have voice but no vote in Executive meetings. (no dual positions)
5. The office person would report to the business agent and to the Executive and would have a performance review after 6 months.
6. Salary - although a figure of \$36,000 was mentioned there was no final determination of whether there would be recruiting range and whether there would be increments. This would be a salaried position, not an hourly position and there would be no overtime paid or banked.
7. Funds - it was agreed that a dues increase from 1.25% to 1.50% would be necessary to fund this position. This would generate approximately \$85,000 in new revenue.
8. Implementation - there was a general discussion on implementation and there appeared to be some consensus on the fact that the 2 year office person terms should coincide 1) with the first quarter of a new Executive term (April) and 2) with the off year in contract negotiations.

In discussing the concrete steps to take now, it was felt that the first office person should be hired for an interim term by the current Executive from Jan. 1991 to April 1, 1992. The new Executive (Jan. 1992) would then hire the next person for a two year period (April 1, 1992 - April 1, 1994). These are off years for contract negotiations in a 2 year agreement. There was discussion but no agreement on whether Greg would be eligible to be rehired in April 1992.