

EXECUTIVE MEETING

AGENDA

NOVEMBER 17, 1987

1. Adoption of Agenda
2. Adoption of Minutes of September 22, 1987.
3. Business Arising from the Minutes.
4. President's Report
5. Treasurer's Report
6. Business Agent's Report
7. Committee Reports
 - a. Contract Committee
 - b. Grievance Committee
 - c. Education
 - d. Health & Safety
 - e. Trustee's Report
8. New Business
 - a. 2 requests for special work programs.
 - b. Discussion of Convention and reprimand to 2 Members who missed day sessions while being paid.
 - c. Planning of next Membership Meeting.
 - d. Discussion of Pat House Situation.
 - e. Discussion of Additional Help in Union Office
- Report Circulated with Agenda.

File: 12novex.doc

The Cue Executive Meeting was held in the Union Office on Thursday, November 12, 1987 at 5:00 p.m.

Flo Gibbons (Acting Chair and 1st Vice-President)
Diana Ellis (Secretary-Treasurer)
Eileen Robertson (Recording Secretary)
Susan Berry (Chief Steward)
Estelle Lebitschnig (Health & Safety Rep)
Elizabeth Zook (Chair, Communications Committee)
Edmund Kam (Trustee)
Colin Banyard (Trustee)
Rod Haines (Business Agent)
Sally Bondy (Recorder)

Guest: Jean Elko

Regrets: Adrien Kiernan and Pamela Lundrigan

Flo Gibbons called the meeting to order at 5:05 p.m.

1. APPROVAL OF AGENDA

Diana Ellis amended the agenda to move item 8 (a) to item # 1 (a).

MOVED Lebitschnig/Berry adoption of the Agenda as amended. CARRIED

(a) 2 Requests for Special Work Programs

(i) Jean Elko who is the Shop Steward in the Registrar's office was introduced and welcomed to the meeting.

Diana Ellis briefed the Executive on the request from Personnel Services. She read a letter from them which was received in October and which advises that the Registrar's Office is interested in pursuing a work opportunity programme as proposed by the Simon Fraser Society for Mentally Handicapped People. She explained that the Registrar's Office is in the process of implementing a file management system for all student files and would like to use the resources of the Society in a one-time conversion of back-logged documents. She further advised that this project is expected to take six months to complete.

Jean Elko pointed out that by pursuing this work opportunity program, the University and the Union would be providing a community service to the mentally handicapped. She explained the program as one in which the Society trains the handicapped in various jobs. She advised that the work in the Registrar's Office

would require 3 workers (1 supervisor plus 3 workers) at a cost of \$23.50 per hour all inclusive, or \$164.50 per day at a total cost of \$19,740.00. Ms. Elko also described the 'work station' as a work group of employable handicapped people who are subcontracted out to various employers and who fulfill a specific need for a company or business.

J. Denofreo pointed out that this request is a contracting out situation and that if the job needs doing, it should be hired out. He stated that our policy is that we are opposed to contracting out if it is work that would normally be done in our bargaining unit.

Jean Elko pointed out that the society is a non-profit society which provides handicapped people with employment. Estelle stated that we have an obligation to society to support these types of programs, although we do have to consider our own employees if it is a case of taking work from our own employees.

There was further discussion on the above issue and it was

MOVED Ellis/Zook that the Executive recommend against this program. CARRIED

The Executive agreed that the above Executive recommendation should go to the December 1st. General Membership Meeting for discussion and ratification.

(ii) Kitsilano Workshop - Training Program in Financial Services

Diana Ellis read a letter which answered a previous University request for contracting out. Diana explained that we have to decide whether or not to place someone else in the position for one month.

MOVED Ellis/Lebitschnig that Bob Francescon be substituted for Alex Verkade and that this be allowed for approximately one month. CARRIED

2. APPROVAL OF MINUTES

Elizabeth Zook amended the minutes under the Communications Committee Report, page 2, line 2, to change the name E. Zook to Pamela Lundrigan.

MOVED Ellis/Berry adoption of the minutes of September 22, 1987 as amended. CARRIED

3. BUSINESS ARISING FROM THE MINUTES

Education and Orientation Courses

Rod Haynes reported that the Education and Orientation Course was very disappointing because people had asked for this course and stated that he had done a lot of lobbying at the CUPE National Office to get June Ross to change her schedule, but that he and June were the only two people who showed up for the course. He suggested that a letter of apology be sent to June Ross and this was agreed to by the Executive. It was also agreed that another Education and Orientation Course would be offered next year and that the new Executive would be canvassed before the course to ensure that there would be a good turnout.

4. PRESIDENT'S REPORT

This report was tabled.

5. TREASURER'S REPORT

Diana Ellis reported that the August financial statements have been prepared and will be published in the next newsletter. Diana asked if an informal session could be set up in the new year to explain the financial statements. Diana also indicated that she was working on a budget, but would wait until the new year when a new Executive is in before presenting it.

D. Ellis reported that she was still waiting to hear about the old printer, but that IBM will not take a trade-in.

Diana informed that since she had just returned from vacation, she has not had a chance to do the costs for the CUPE Convention, but that she would prepare that shortly.

The Treasurer indicated that we have received our Union certification as local 2950.

D. Ellis advised that we have received a letter from Personnel Services about optional life insurance and that this had already been discussed informally. Ms. Ellis indicated that she would personally like to say 'no' to this request. Joe Denofreo pointed out that if the person did not make the payments, the insurance would lapse. The Executive briefly discussed this issue and it was
 MOVED Ellis/Zook that we do not pay this premium for
 our members. CARRIED

It was agreed that an item on the above should go in the newsletter.

Diana complained that there was a lot of copying going on in the office and that in future we should use more discretion so as to cut down on costs.

6. BUSINESS AGENT'S REPORT

Rod Haynes reported that a lot would come up under Committee Reports but that he would highlight a few items.

R. Haynes advised that S. Bondy's sons had moved the file cabinets into the file room. Sally was asked to thank her sons for their work.

Rod proposed that we get a new answering machine as the present one was obsolete. He suggested we look at Sanyo machines for less than \$200. Diana Ellis agreed to come to the Executive with recommendations.

The CUPE convention was very informative and covered not only CUPE business, but topics of broad social importance. Records are available in the Union office.

Mr. Haynes briefly reported on grievances and in particular, highlighted the current situation in the Medical Genetics Unit at Grace Hospital where 20 of our members are affected. Mr. Haynes indicated that on the surface, it was a question of funding, but that beneath it many other factors are at play. Rod further reported that Pamela Lundigran has suggested that Flo Gibbons (or someone else) attend any future meetings. Flo Gibbons stated that she would like to attend and it was also agreed that Susan Berry as Chief Steward could attend.

Mr. Haynes indicated the bylaws were a major area of concern and that he has carefully gone through them and made notes for Executive consideration.

Mr. Haynes noted that we need to be planning Division meetings and set them up soon. Diana Ellis pointed out that a meeting caucus is supposed to be set up in the Library to which we are planning to send 2 delegates. Alannah Anderson and Ann Hutchison were suggested as delegates.

Rod Haynes requested one day (Friday, November 20, 1987) off and this was approved. Mr. Haynes also drew the Executive's attention to a request from Sally Bondy for leave from November 23 - 27, 1987 in lieu of overtime. This request was granted.

7. COMMITTEE REPORTS

a. Contract Committee Report

Joe Denofreo reported that we could expect a full offer at the November 18th meeting. He also advised that wages, retroactive pay and benefits were the top three priorities and that other issues had been discussed (i.e. special leave with pay for a sick person at home and leave for a moving day, as well as vision care and a fuller dental care package.) Mr. Denofreo stated that he was hopeful that we could analyze the University's offer and bargain many hours, if necessary, to hopefully reach a settlement at the November 24th Negotiating Meeting. Mr. Denofreo advised that average settlements are currently ranging from 2.7 - 3.2 %.

b. Grievance Committee Report

Susan Berry reported that an emergency Grievance Committee Meeting has been called for Monday night to discuss the situation in the Medical Genetics Unit at Grace Hospital.

c. Education Committee Report

Diana Ellis advised that she is trying to get at least one scholarship for the Harrison Hot Springs Winter School for one week in mid February. Joe Denofreo advised that the Scholarship covered everything (room/board/travel) but the applicant's wages.

Estelle asked if there would be a Health & Safety Convention coming up in the Spring and was advised that Joe Denofreo would look into this.

D. Ellis advised that a Canadian Labour Congress Conference dealing with Privatization was coming up November 17 and 18 and that although this was short notice, we should be sending 2 people to the convention.

MOVED Ellis/Berry to send 2 people to the ' Public Sector of the Future' Conference and to consider Shop Stewards if Executive members cannot attend.

CARRIED

It was agreed that the two people would have to decide by tomorrow.

Rod and Susan Berry briefly reported on the Shop Stewards Training Course indicating that it was very useful. Flo Gibbons stated that she had gotten a lot out of it and complimented George McLaughlin on his organization of the Training Course.

Diana Ellis indicated that we will have to set long-term goals on education and Rod Haynes suggested a strategy session or possibly a 2 day retreat to discuss various issues.

d. Health and Safety Report

Estelle reported that we have two new reps on the University Health and Safety Committee - Lisa Brown and Debra Dobie. Estelle also advised that they were currently preparing for the Health and Safety Week in February, 1988. Estelle stated that she was looking for health and safety information. Joe Denofreo offered to help in this area. Estelle reported that she would like to see more minutes to Safety Committee Meetings from various areas on campus. It was suggested that one way to do this would be to instruct Stewards to send them to us. Joe Denofreo suggested bringing this issue up at a Labour Relations Committee Meeting. Rod Haynes suggested that there should be a CUE rep on every Safety Committee on campus.

e. Trustee's Report

This report was tabled. Colin Banyard advised that he has been going through the bylaws and will prepare a report on them as soon as he can.

f. Communications Committee Report

Elizabeth Zook stated that she was working on the CUPE Convention report and asked that the Communications Committee Report be tabled.

8. NEW BUSINESS

a. Pat House

The Pat House situation was briefly discussed. It was suggested that someone who has been on the Executive during the time the events took place go through the Pat House file for a chronological sequence of events and ask any legal questions which might arise of the CUPE lawyer. Diana Ellis stated that although she had not been here for all of the time, she would try to go through the file. It was pointed out that Suzan Zagar wished to be present at the General Membership Meeting but will not be able to attend the December 1st meeting.

b. Executive Meeting - November 17, 1987

It was agreed that just the new business items be covered at the November 17th Executive Meeting plus an item which relates to the Pension Fund Board.

c. Pension Fund Board

There was a brief Executive discussion about CUPE 116 Candidates running for the Pension Fund Board. Diana Ellis suggested that we should give support to the CUPE 116 candidates. Rod indicated that he had not received any notice of the election of the Pension Plan Board. This was also suggested as an item which should come up at the Labour Committee meeting and it was agreed that this item should go on the General Membership Agenda.

d. Planning of Next Membership Meeting

Diana Ellis asked if anyone had any other items for the General Membership Meeting Agenda. The following items were put forward:

- Nominations for new Officers
- Society for Mentally Handicapped People Work Program
- Optional Life Insurance
- Pension Board
- Convention Report

- Contract Report
- Discussion of Additional Help in the Union Office

e. Discussion of Additional Help in Union Office - Report circulated with Agenda

Elizabeth informed that she would like to raise this item at the November 17th Executive Meeting and asked Executive members to look at the circulated report and bring recommendations to next week's meeting.

Rod spoke on this item, stating that someone was needed to get the backlog of filing done for a certain period of time; that this would be a term position and would involve 20 hours per week. It was agreed that this should go to the membership for approval. Further discussion on this item was tabled until next week.

b. Discussion of Convention and Reprimand to 2 Members who missed day sessions while being paid

Diana Ellis stated that she felt the President and Pamela Lundrigan should be present and that she was disappointed that they were not at the meeting. Rod Haynes noted that Susan Berry, the other person to be reprimanded was present and asked that the reprimand go ahead. Susan Berry was reprimanded for missing sessions at the CUPE Convention. She expressed regret and apologized.

MOVED Lebitschnig/Ellis that Susan Berry be asked to continue as Chief Shop Steward. CARRIED

The meeting adjourned at 7:30 p.m.