

Canadian University Employees, Minutes of the General Membership Meeting,
January 15, 1987

The meeting was called to order at 12:35 p.m., K. Byrne in the chair, Joe Denofreo, CUPE national rep. in attendance.

Agenda

It was moved by Adrien Kiernan, seconded by Edmund Kam, That item 5 of the agenda become item 4. Carried

Minutes

Since there was no quorum at the December meeting, there were no minutes.

Business arising from the minutes of November 27

An appeal to the Labour Relations Board concerning a potential dispute at the hospitals was dismissed because the dispute did not take place.

Nomination of Officers and Committees

The following officers were elected by acclamation, introduced to the meeting and installed:

Adrien Kiernan - President
Vice-President - Alannah Anderson
Treasurer - Diana Ellis
Trustees - Edmund Kam
 Gloria Sveistrup
 Susan Zagar
Secretary - Sandy Lundy

A vote of thanks was moved for the retiring president Kitty Byrne.

Grievance committee - no nominations received, nominations remain open
Contract committee - Richard Melanson was nominated, nominations remain open
Communications committee - no nominations received, nominations remain open

Calculation of Dues

Moved and seconded by the executive That the percentage dues be deducted from gross earnings. Carried

Paid Union Staff

Moved and seconded by the executive That the election of Union Representatives be postponed until the executive and membership have had an opportunity to consider and decide on the recommendations of the CUPE job evaluation officer. Carried

continued ...

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January 22 Meeting

Moved by Diana Ellis, seconded by Luba Kaipainen that the January 22 meeting be cancelled. Carried

Hanson Report on the Structure and Administration of the Local

At the request of the CUE executive, the CUPE job evaluation officer, Doris Hanson, was asked to report on the structure and administration of the union and office. Among the proposals in the report are the hiring of a single experienced business agent by the local, an increased number of vice-presidents, and the hiring of an experienced part-time bookkeeper.

Moved by Adrien Kiernan, seconded by Gloria Sveistrup, that the Hanson report be tabled, received for information and distributed. Carried

Treasurer's Report

Since there was no treasurer, Kitty Byrne spoke to the meeting. A set of financial statements was distributed, consisting of an income statement for the eleven months ended November 30, 1986, as well as a balance sheet and the balance in the strike fund. (Statements for September and October, 1986 were also distributed.

Grievance Report

Kitty Byrne reported on the on-going problems with the employer concerning poor record keeping of holidays and sick time, overtime, and harassment of union members when they are home ill. Joe Denofreo advised the members to notify the employer that they are sick, and pointed out that it is not necessary to supply additional information over the telephone.

Kitty Byrne reported that the local has applied for an order by the Labour Relations Board under section 34 of the Labour Code concerning "Library Monitors" who do work which is properly within our jurisdiction. At the moment five workers are involved.

With CUPE's help, in December we reached a landmark agreement without recourse to arbitration. Joe reported that a number of grievances had arisen as a result of Ritchie and Associates and the new financial system, which had been rolled into one letter of agreement concerning Financial Services and Payroll. The university has admitted that it was contracting out, agreed to the payment of a fine equivalent to the dues lost to the local, and will put temporary employees on the payroll after three months. Several other matters are included in this agreement, a copy of which is attached.

The legal department of CUPE is also looking at the hiring of temporary employees, as the issue contains an interesting twist: Who is a temp actually employed by? This is a major job security issue.

President's Committee on Sexual Harassment

Joy Korman, Kitty Byrne, Ann Hutchison and Jet Blake were nominated to represent CUE.

UBC Labour Relations Committee

A committee has been established consisting of representatives of the three CUPE locals, Bruce Gellatly and Libby Nason. Jeff Rose informed President Strangway last summer that the situation at UBC would be a matter of priority at the national level of CUPE, and CUPE requires UBC to act in good faith.

CUPE 116

The local has reached a settlement with UBC, but agreement is not yet ratified.

Health & Safety

Estelle Lebitschnig reported that there will be a booth in the Woodward IRC Feb. 11 and 12. Karen Shaw reported that a subcommittee on stress has been established as part of the Health & Safety Committee, and Joe Denofreo mentioned that Donald Gutstein's report on the effects of Ritchie and Associates might be edifying.

Board of Governors

Colin Banyard of the Library has suggested that we invite George MacLachlan, the staff rep. of the Board, to speak to a CUE meeting. Moved by Susan Zagar, seconded by Sheila Mawhinney. Carried.

Meeting adjourned at 2:30 p.m.

L. Lundy



Canadian
University
Employees

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I R C # 6

This will be a special membership meeting to discuss the report of the C.U.P.E. job evaluation officer on the structure of the union office. We urge you to attend this meeting to vote on the recommendations made in this report.



GENERAL MEMBERSHIP MEETING
THURS., JAN. 15, 1986
IRC # 6
12:30 - 2:30 PM.

AGENDA

1. Adoption of the Agenda.
2. Adoption of the Minutes.
3. Business Arising from the Minutes.
4. Notices of Motion.*
5. Nominations: Closing: President
Vice President
Treasurer
Recording Secretary
Trustees (3 positions)

Open: Grievance Committee
Contract Committee
Communications Committee
6. Union Office Report.
7. Treasurers Report.
8. Grievance Committee Report. *ad hoc committee sexual harassment*
9. Contract Committee Report.
10. Health and Safety Committee Report.
11. Other Business.

* Notice of Motion: That the percentage dues be deducted from gross earnings (moved and seconded by the Executive).
Rationale: This is actually how the dues are being deducted, but the intention was not clear in the original motion by which we decided to go to a percentage per capita.

* Notice of Motion: That the election of the Union Representatives be postponed until the Executive and the Membership have had an opportunity to consider and decide on the recommendations of the Cupe Job Evaluation Officer (moved and seconded by the Executive).
Rationale: The Cupe Job Evaluation Officer, on the request of the Executive, has undertaken a review of our office structure, and will be making a full report, with recommendations, concerning the staffing level, the distribution of duties, the relationship of the office staff to the Executive, and the working conditions. The Executive will discuss this report at its Jan. 6th meeting. The report will then be presented to the Membership at the Jan. 15th Meeting for discussion. A special General Meeting will be held on Jan. 22nd to make final decisions regarding this report.

Brick

agree with reluctance

7170 Western Parkway, D.C. Washington, D.C. 20015
GENERAL MEMBERSHIP MEETING
MAY 15, 1982
10:00 AM - 12:00 PM
AGENDA
1. Roll Call
2. Treasurer's Report
3. Secretary's Report
4. Minutes of the last meeting
5. Motion Picture Report
6. Treasurer's Report
7. Secretary's Report
8. Contract Committee Report
9. Health and Safety Committee Report
10. Other business

Notice of Meeting: This meeting will be held at the home of the Secretary, 7170 Western Parkway, D.C. Washington, D.C. 20015. The meeting will be held at 10:00 AM on May 15, 1982. The agenda for this meeting is as follows: 1. Roll Call, 2. Treasurer's Report, 3. Secretary's Report, 4. Minutes of the last meeting, 5. Motion Picture Report, 6. Treasurer's Report, 7. Secretary's Report, 8. Contract Committee Report, 9. Health and Safety Committee Report, 10. Other business. The meeting will be held at the home of the Secretary, 7170 Western Parkway, D.C. Washington, D.C. 20015. The meeting will be held at 10:00 AM on May 15, 1982. The agenda for this meeting is as follows: 1. Roll Call, 2. Treasurer's Report, 3. Secretary's Report, 4. Minutes of the last meeting, 5. Motion Picture Report, 6. Treasurer's Report, 7. Secretary's Report, 8. Contract Committee Report, 9. Health and Safety Committee Report, 10. Other business.