

JWA

- Strike Fund - explanation of situation in notice of motion
 - Exec. should transfer 1985 \$5 assessment into strike fund -
 - make motion that 10% dues not transferred in '85 and after be waived due to our service contract with CUPE - What about '83 '84? -
 - CUPE per capita not paid for 6 mos - this has been corrected
 - % dues was to take effect July 1st and didn't come in until Sept. 1 - need retro motion to change that
- [Executive should decide what % based on and communicate that to membership.] - *forget for now*
- * notice of motion to change figure of 1.2% to what is needed - *Patricia assured us that this was the proper amount*
 - * based on Financial statements where we stand financially.

OFFICE REPORT

- Patricia House has been suspended with pay until the end of her term
 - identify harm to organization
 - aside from criticisms in management letter and which have been summarized under Treasurer's report there was"
 1. lack of trust
 2. lack of confidence in her ability to perform the duties of her office she now held - was in charge of dealing with grievances and it became apparent that she was not taking on the majority of this work.

The membership must be able to have the expectation that the person in the union office will be responsible for the duties in the job and to act in a trustworthy manner.

There is and cannot be direct supervision of these two positions. Have to rely on the strength of the committees and on the Exec. to monitor situation. Even given that control system we must be able to rely on job being done.

REPRESENTATION

- concerns brought to her attention at an Executive meeting in Aug. ~~was to account of current workload, & report regularly to the Executive~~ had been given the majority of grievance duties to handle and was asked to give an account fo current workload and was told that such an account was necessary on a regular basis.
- Our specific concerns were communicated to her and she was asked to address them which by and large she did not do.
- the concerns she hadn't responded to and other matters that had come to our attention were to be duscussed at at Sept. Exec. meeting at which point she requested medical leave for one month.
- was told that she should attend and Exec. meeting on Oct. 14 when her medical leave was over to respond.
- chose not to attend and sent us a letter addressing ^{some} of our concerns and requesting further information.
- The Executive, based on the inadequacy of and the lack of response, decided to suspend her to the end of her term with pay.

- she is an elected official with special duties and responsibilities to the membership through the Executive.
- membership entrusts day to day running of union to that position.
- an official called to account is not analogous to employee being disciplined by an employer

RECALL AND DISCIPLINE

- We feel that on the advise of our lawyer that the Executive has acted within its proper mandate as a representative body of the membership.
- The recall and discipline procedures in the bylaws would lead to an untenable situation. ~~The provisions are in the bylaws but we don't have to do it that way, ~~xxxxxxxxxxxx~~~~ and if followed had to potential for a show trial or circus - a public airing with perhaps even more damage being done to the Union (and Patricia) and the question has to be would this be in the best interest of the Union.
- there is also the matter of time - we needed to act quickly, *this couldn't go on* if we didn't it would seem that we sanctioned her behaviour.

suspension should remain. If membership demands that there be a recall or discipline - so be it. but Exec doesn't recommend.

paid to end of term we giving her disincentive.

Exec has obligation - in control between mtg entrusted with responsibility so see that things are run properly in office. if not ~~are~~ being done there is alot of power in 2 positions in office membership has to be able to assume that there is trust. ~~what should~~ and if its perceived by Exec that there has been a breach are we to wait perhaps 3-4 months (the time ~~to~~ perhaps needed for recall procedure) and allow potential further abuse to occur in the meantime?