

GENERAL MEMBERSHIP MEETING

20th June, 1991

MINUTES

The meeting was called to order at 12:30 p.m.

1. ROLL CALL OF OFFICERS

Greg Fisher	President
Ann Hutchison	2nd Vice President
Polly Diether	Secretary-Treasurer
Vic Wilson	Chief Shop Steward
Jan Taggart	Chair, Commun. Committee
Stephen Montgomery	Chair, H & S Committee
Jennifer Martin	Recording Secretary
Lynn Jenkinson	Sergeant-at-Arms
Sharon Krowchuk	Sergeant-at-Arms

Eniko Wilkie Trustee

2. ADOPTION OF AGENDA

MOVED:Shepard/**SECONDED:**Erickson
That the agenda be adopted.
CARRIED

3. ADOPTION OF MINUTES of May 23, 1991.

MOVED:Erickson/**SECONDED:**Jenkinson
That the minutes of May 23, 1991 be adopted.
CARRIED

4. POLITICAL SPEAKERS

Darlene Mazari
Three key issues:

- i. Bill 82 (Compensation Fairness)
- ii. Bill 19 (Revised Labour Code)
- iii. Pay Equity

In sum this is all related to Labour Relations

Bill 82

The Bill 82 - introduced in order to be an anti-labour. We'll knock around big labour by big government. Labour must be controlled at all costs, dominated by strong government which will roll back based on "ability to pay". Bill 82 is rather draconian. Ability to pay has been challenged -- it is a political subterfuge. Owen Simes Q.C. said "Ability to Pay" should not be the basis of labour law. Bill 82 is being used to clobber the teachers and perhaps the hospital workers' upcoming contract -- trying for equal pay for work of equal value.

Public sector negotiations should be at an arms length -- removed from government removed from the minister. Collective bargaining is trying to come to consensus agreement -- this has benefitted workers. Unionized workers are better off than non-unionized workers.

Bill 19

took every single labour dispute 1975/86 and every dispute that went against the employer and reversed it. Replete with clauses which can be traced to these individual cases which (invalidates) the safeguards that labour and unions have fought for 100 years. NDP consultation every step of the way, attempt to build, stabilize, consensus.

Pay Equity

20,000 public sector employees want this extended -- legislated so that this is a right and to the larger public sector. 61.8 cents on the dollar earned leads to 60 cents pension which keeps women second class citizens.

How would the NDP do this? By talking to (listening) labour, employers, which leads to a policy. How to do this is use income averaging, drop the bottom 2 pay scales. Monitor promotions -- contract compliance in order to get a gov't contract. 1. fair, open, honest gov't. 2. a new labour code, 3. education, 4. health, 5. Women's Equality, violence, income security are the top priorities.

Bill 6

Pension Standards Act -- only province without an act. Employers can walk away with surpluses, contribution holidays -- you don't have to pay but neither does the

employer. This is addressed in the new act. Actuarial tables work against women because they "live" longer. Commissioner Lien -- rolled back Nanaimo teachers, this is his right according to bill 82.

5. BUSINESS ARISING FROM THE MINUTES

i. CUPE National Convention Delegates (voting results)

Results are: Greg Fisher, Polly Diether, Vic Wilson, Lynn Jenkinson, Stephanie Shepard

Alternates:
Avron Hoffman, Lois Moen

MOVED:Erickson/**SECONDED:**Shepard
That we destroy the ballots.
CARRIED

6. NOMINATIONS

Nominations remain open for a Trustee (3 yr. term ending Dec. 31, 1993)

7. PRESIDENT'S REPORT

EAP

Unions & Faculty Association agree that in the event that an employee comes to a supervisor, the supervisor is able to offer help. The concern is over the supervisor's ability to **initiate** discussion regarding the EAP when performance is not at issue, not a problem. In the wrong hands this ability would be a potent weapon of harassment. When harassment happened the rumour mill would get this around and people's confidence in the EAP and the built-in protections for confidentiality and anonymity would be shattered. All the professionals in the field and even the consultants hired by UBC to facilitate the Committee process agree that people's confidence in the Plan is the most important factor for success. We are preparing a response to the UBC Reports distortions.

Denise Field's Letter

Greg reported that he had received a letter from Denise Field which pointed out that the election process used for the Chief Shop Steward, Health & Safety Chair and the Communications Chair was not 100% correct according to the Constitution. This is correct. These positions should be elected at a membership meeting as all the others were. It seems that a holdover of the previous AUCE practice has inadvertently occurred. These positions were elected at the Committee then ratified at a membership meeting. Of course now that this has been brought to everyone's attention the next election (for Jan. 1992 terms) will be held strictly according to the Constitution or any bylaws which may have been properly enacted by then.

8. SECRETARY TREASURER'S REPORT

Donations of \$100 have been made to the Canadian Pelvic Inflammatory Disease Society and the Mayworks Festival, \$200 to the CUPE Convention Assistance Fund.

9. COMMITTEE REPORTS

Health & Safety Committee

Stephen Montgomery reported that there are new emergency #'s 822-4444 is first aid, 822-4567 is campus fire dept. Anything as small as a paper cut should be reported on an individual form, (ie. one report per form to maintain confidentiality). Jim Hughes will give a 1/2 hour presentation to the H & S Committee re: WCB Standards. Tentative dates for an RSI (Repetitive Strain Injury) workshop have been set for November. UBC H & S week will be held from Oct. 21 to 25, 1991 in the IRC Building. Further updating will be given as information becomes available.

Communications Committee

Lois Moen reported that the newsletters didn't get to the hospitals. Suzan Zagar felt the Pruning Update in poor taste -- insubordinate. Ann Hutchison responded to this by saying that there had been many more favourable comments than unfavourable and even some Librarians had communicated their appreciation of the Pruning Update.

June Membership Minutes (cont.)

Shop Steward Report

Vic reported that Greg and Paul had finished the new Steward's Manuals and that they should be congratulated -- the manuals are very good and obviously took much effort. These manuals will be our most valuable tool so far for giving Stewards confidence and strengthening our whole Local.

Contract Committee Report

Nothing to report because haven't discussed any monetary issues to date. Only pay grade adjustments, pay equity will be included in a one year contract, Christmas Closure won't.

MOVED:Erickson

That the meeting be adjourned.

CARRIED