

GENERAL MEMBERSHIP MEETING  
23rd November, 1989

MINUTES

The Chair called the meeting to order at 12:45 p.m.

1. ROLL CALL OF OFFICERS

Greg Fisher	President
Shirley Irvine	1st Vice President
Ann Hutchison	2nd Vice President
Stephen Montgomery	Chair, H & S Committee
Sandy Lundy	Trustee
Paul Tetrault	Business Agent

2. ADOPTION OF AGENDA

Amendments to include under item 10 Other Business to add (i) Notice of Motion, (ii) Alannah Anderson's report on Employment Equity, (iii) Richard Melanson's report on the Pension Review.

**MOVED:**Erickson/**SECONDED:**Zagar  
That the Agenda be adopted as amended.

**CARRIED**

3. ADOPTION OF MINUTES

**MOVED:**Erickson/**SECONDED:**Clarke  
That the minutes of October 26th, 1989 be adopted.

**CARRIED**

4. BUSINESS ARISING

Because the date of the Pro Choice Rally was October 14th, 1989 the mover withdrew the motion.

5. NOMINATIONS FOR THE 1990/91 EXECUTIVE

**President** - none

**1st Vice President** - Nan Love nominated Susan Zagar

**2nd Vice President** - none

**Secretary-Treasurer** - none

**Sergeant-at-Arms** - Alannah Anderson nominated both Lynn Wilkinson and Ann Chatwyn, who both accepted.

Contract Committee

**MOVED:**Hutchison/**SECONDED:**S. Swan

That Gail Runnels be affirmed to serve on the Contract Committee.

**CARRIED**

Health and Safety Committee

**MOVED:**Montgomery/**SECONDED:**A. Anderson

That Stephanie Swan be affirmed to serve on the Health and Safety Committee.

**CARRIED**

Grievance Committee

**MOVED:**Irvine/**SECONDED:**Clarke

That Vic Wilson be affirmed to serve on the Grievance Committee.

**CARRIED**

There were no other nominations and positions remain open for:

**Recording Secretary**  
**Trustee (2 year position)**

A member asked whether the Chairs for the individual Committees would be nominated at the membership meeting, the Chair stated that the voting of the Chairs would be done by the Committees. Nominations will close at the January General Membership meeting prior to the vote.

6. PRESIDENT'S REPORT

The President reported on the office staffing, the increasing workload and how the Executive is handling the problem. There are a lot of areas that need to be dealt with and unfortunately the Executive has not come to a solution as of yet. The President stated he will return to the January meeting with the comments and recommendations from the Executive.

The Union office is now looking for a part-time file clerk to come once a week to handle the backlog of work, deal with the membership files, input information on the database, and relieve the Union office secretary while she is ill or on holidays.

This person could be a part-time member who could come in once a week on their own free time, or it can be a full time person who is willing to be booked off of their current position one day per week. There is not much database experience required but some knowledge would be helpful. The position will be a Clerk II position except when replacing the secretary. The President has asked members to pass the word around.

7. SECRETARY-TREASURER'S REPORT

No Report

8. BUSINESS AGENT'S REPORT

Paul Tetrault reported on the ongoing grievances, we currently have 80 grievances, 1/3 of which are now in arbitration. One of the primary concerns of the Union is deductions made on an employee's paycheck. The employer is allowed to make certain deductions ie. Income Tax, CPP, UIC, benefits, etc. In a situation where there is an error in the calculation of a paycheck (ie. overpayment) the employer cannot recover the overpayment by deducting it from the next paycheck. They do have the legal right as a creditor to collect the money, but the source they must go through is personally collecting it or going through a Credit Agency. He requested that if any members are having this problem or have had this problem, to report it to the Union office. A member asked why the Union dues are so high right now. Paul reported that from October to November the assessment is in effect and every member will see (as well as their regular monthly dues) approx. 1 hour of wages per month for three months deducted from their paycheck.

9. COMMITTEE REPORTS

i. Communications Committee

Richard Melanson reported that any submissions for the newsletter must be at the Union office by December 18. He encouraged members to send in any human interest stories or letters of interest to be printed in the newsletter. He reported on the current problem with labels not being printed for all the departments and that it was getting fixed. Sandy Lundy suggested adding a tear-out form for members to update any changes in their positions or departments. Richard said he would take the suggestion to the committee.

ii. Contract Committee

Ann Hutchison reported that we are still awaiting the new contract from the University. The camera ready copy of the new Contract was received and after going through it, a few errors have been spotted. The Vision Care package and the Maternity Leave agreement that was negotiated in the last round have been left out. There also appears to be a few typos.

iii. Grievance Committee

Shirley Irvine reported that since this will be the last general membership meeting of the year instead of reporting on the grievances, she would give an overall observation of the grievance procedures. Many members question why a grievance takes so long to resolve. One of the major factors of this is the employer doesn't get into a serious discussion about a grievance until it is almost at the arbitration level. It is the responsibility of the Grievance Committee not to compromise the language of the Collective Agreement by allowing contravention of this agreement to go unchallenged. It is also the responsibility of fairness to each and every member to provide proper representation. It is very unusual for a grievance to go to arbitration, because the grievance is often settled before then. Our Collective Agreement has a very good language, and has been commented on by other locals, although the employer is consistently trying to erode this language. It is the Grievance Committees responsibility to act as a watch dog for the Collective Agreement in between negotiations.

iv. Health and Safety Committee

Steve Montgomery reported that the Health and Safety Committee is currently focusing on the earthquake safety plan for the campus. The Committee met last Tuesday where they were pushing for individual building assessments. He was informed at the Tuesday meeting that any building older than 1960 stands more of a chance of collapsing than the buildings built after 1960. He requested that members try to find out how old the building is that they work in. He also reported that they are still working on the DABS (Department Area Building Safety) phone list.

## 10. TRUSTEE'S REPORT

Sandy Lundy reported that the Union is in a strong financial position, with an operating surplus of \$23,000.00. With the bargaining unit continually being eroded the Union will need its money to fight back. Unless Diana changes her mind about not running for Secretary-Treasurer next year, the Union may be without one. Diana has done a fantastic job as our Treasurer, she has worked very hard, and it will be a great loss if she leaves. The job requires somewhat of a financial background (the Union has an auditor come in monthly) and if anyone knows of someone who may be interested please let us know. Sandy recommended striking an agenda committee to help work with the president on organizing projects, training courses, etc.

## 11. OTHER BUSINESS

### i) Notice of Motion

**MOVED:**Hutchison

That this Union join the CUPE Metro Council, and that we discuss this motion at the January 18th meeting to which we will invite Rhonda Spence to speak.

### ii) Alannah Anderson's report

Employment Equity Committee

Alannah (our representative on the Employment Equity Committee) reported on the goals of this Committee. Sharon Kahn, who was appointed by Dr. Strangway, is the director of this committee. The committee's first meeting was last July, at which time the Executive felt it was inappropriate to get involved because the major concern was hiring, and our members already had jobs, since then the Executive has learned that the Employment Equity Committee is also concentrating on items such as pay equity and promotions. Some of the objectives of this committee is checking into pre-hiring policies/testing, the firing/laying-off of members, and the rate of promotion. One of the key areas of concern is fairness (ie. do minorities have equal rights on campus). A census will be going out to the employees, and a recommendation to cross-reference this information received from the census with the personnel files. Many members have a problem with the president's office having access to their personnel files. A recommendation was made that instead of accessing the personnel files that the census include the information required to complete this project. Alannah will take this recommendation to the committee. A full report will be included in the next issue of the newsletter.

### iii) Richard Melanson's Report

Pension Review Committee

Richard reported on the UBC Pension and some of the recommendations that have been put forth to the Pension Review Committee. A point of interest in his report is that pension contributions will be increased by \$17.00 per month by the year of 1991. Some of the recommendations include; part-time employees allowed to participate in the UBC Pension, changing the payout from single person to joint (allowing a beneficiary to collect 60% of the contribution in the event of a death guaranteed for a minimum of 10 years). A final report of the pension changes will be distributed by the end of November.

**MOVED:**C. Erickson

That the meeting be adjourned.

The meeting was adjourned at 2:25 p.m.

member/24.min