

GENERAL MEMBERSHIP MEETING

JUNE 15, 1988
I.R.C. #2
12:30 - 2:30
A G E N D A
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1. ROLL CALL OF OFFICERS
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES OF APRIL 5, 1988
4. BUSINESS ARISING FROM THE MINUTES
 - i. Nominations for:
2nd Vice-President
Recording Secretary
3 Trustees
 - ii. Oath of Office
 - iii. Notice of Motions
 - a) MOVED Kiernan and SECONDED Lundrigan that all committees are responsible to the Membership through the Executive. (Refer to President's February 3rd letter to the Membership.) Tabled at April 5, 1988 meeting.
 - b) MOVED and SECONDED by the Executive "That all arbitrations be approved by the Membership".
5. PRESIDENT'S REPORT
 - i. UBC Sexual Harassment Committee
6. TREASURER'S REPORT
 - i. Notice of Motion
MOVED and SECONDED by the Executive that the part-time temporary position in the Union office be reclassified to a Clerk I.
7. BUSINESS AGENT'S REPORT
8. COMMITTEE REPORTS
 - i. Contract Committee
 - ii. Grievance Committee
 - iii. Health & Safety Committee
 - iv. Communications Committee
 - v. Job Evaluation Committee
 - vi. Education Committee
9. OTHER BUSINESS

BINDER

The CUE General Membership Meeting was held in IRC #1 on Wednesday, 15 June, 1988 at 12:30 p.m.

CALL TO ORDER

The Chair called the meeting to order at 12:40 p.m.

1. ROLL CALL OF OFFICERS

- Pamela Lundrigan (President)
- Susan Claybo (Chair, Job Evaluation Committee)
- Estelle Lebitschnig (Chair, Health & Safety Committee)
- Lee Miltimore (Sargeant-at-Arms)
- Patsi McMurchy (Sargeant-at-Arms)
- Joe Denofreo (CUPE National Representative)
- Rod Haynes (CUE Business Agent)
- Rebecca Davey (CUE Administrative Secretary)

2. ADOPTION OF AGENDA

MOVED Adrien Kiernan SECONDED Nan Love
"That the agenda be adopted as circulated"
CARRIED

3. ADOPTION OF MINUTES

MOVED Richard Melanson SECONDED Deborah Dobie
"That the minutes of the General Membership Meeting of April 5, 1988 be adopted as circulated."
CARRIED

4. BUSINESS ARISING FROM THE MINUTES

i. Nominations for:

2nd Vice President

A nomination was received from the floor for Edmund Kam. As Edmund was not present, the position remains open.

Recording Secretary

No nominations were received. The position remains open.

Three Trustees (1-year; 2-year and 3-year terms)

No nominations were received. The positions remain open.

ii. Oath of Office.

Joe Denofreo, CUPE National Representative, read the Oath of Office (CUPE Constitution, Article 10.07 b) The elected officers present took the oath.

iii. Notice of Motions

a) MOVED Kiernan SECONDED Lundrigan that all committees are responsible to the Membership through the Executive. (Refer to President's February 3rd letter to the Membership.) Tabled at April 5, 1988 meeting.

see p. 5

MOVED Ann Hutchison SECONDED Adrien Kiernan "That this motion be further tabled until the Executive presents its Bylaw amendment package to the Membership"

Ann stated that this question was not one which could be looked at in isolation. The position taken by members will depend on other changes which the Union is considering in the Bylaws. If Committees are to be appointed by the Executive, then it would be appropriate for Committees to report through the Executive. If, on the other hand, committee members continue to be elected directly at membership meetings, they would be responsible directly to the Membership, and it would not be necessary for committees to report through the Executive to the Membership.

Suzan Zagar then asked what was the intention of the Executive regarding the new bylaw package. The Chair stated that efforts to strike a bylaw committee have been unsuccessful, thus

1. Executive members have been allocated various portions of the bylaws to study during the summer in order to make recommendations for amendment.
2. It is hoped that by September the Executive can provide the membership with proposed amendments.
3. Time should be allotted at two or three meetings in order to permit discussion of these amendments before a vote takes place.
3. At present, our bylaws provide for amendments to be passed at membership meetings, but the Chair raised the point that it might be preferable to send the amendments to referendum in order to achieve a more representative response than is possible at a membership meeting, where only a small proportion of the membership is present.

Suzan Zagar stated that this question relates to a current concern, i.e. the content of the newsletter. Further delay in dealing with this motion will result in delay in dealing with this concern.

p3

A vote was taken on the motion to further table the motion on the agenda.

In favour of tabling the motion	13
Opposed	18

MOVED Adrien Kiernan SECONDED Suzan Zagar
"That the motion be taken off the table"
CARRIED

Adrien Kiernan then took the microphone to speak to the motion. She stated that one of her concerns dealt with structure. Every organization has a structure, and so should the Union. The Executive is accountable to the Membership for everything that happens within the Union, therefore it should have some jurisdictional power over the sub-committees. In the CUPE structure, all standing committees are responsible to CUPE National when the Convention is not seated, thus a unified decision is then presented to the membership for ratification or rejection. This policy should be consistent throughout all committees. This is true democracy, and permits a common front to be presented to a common opponent.

Under the present structure, there are committees, but our bylaws do not stipulate that they must have a chair who will sit on the Executive. When this motion was put on the floor, it was the intention of the Executive to address the question of how the Union should be structured to make sure that we are all going in the same direction at the same time, and not being divided from within.

Stephanie Tofield then spoke in favour of the motion. She referred to the current newsletter, which had reinforced her original opinion the resources of time, material and money allocated to the production of the newsletter were being mismanaged. The newsletter is being misused, and intentionally insults its readership. Malice is a poor substitute for talent.

Ann Hutchison spoke against the motion. As a member of the Communications Committee, she wished to separate the two issues: 1) the content of the newsletter and 2) the power given to the Executive. The issue of power given to the Executive was precipitated by the issue of the content of the newsletter.

Adrien Kiernan raised as a point of information the fact that the issue of Executive power had been raised prior to the controversy over the content of the newsletter.

Ann continued by stating that under the current bylaws, the Communications Committee members were elected by the membership. They were uncontested. She felt that, therefore, the Communications Committee is responsible directly to the membership, and that if the membership does not like the content of the newsletter, then the Committee should not be re-elected, but that to pass this motion would be to give the Executive the power to censor the newsletter, and such censorship would be objectional.

Marion Gordon expressed sympathy for the Communications Committee, which has a large responsibility, however she wished to point out that most Committees are voluntarily answerable to the Executive, because that is the governing body.

Ann Hutchison raised as a point of information the fact that the Membership is the highest authority in the Union; not the Executive. Marion agreed with this, but pointed out that the Membership does not have the opportunity to read the newsletter before it is distributed. We are a Union, and we have a governing body. Possibly in the case of a small committee such as the Communications Committee the Executive could give some direction. It is not a matter of censorship, but one of unification. If the Communications Committee were to have representation on the Executive, they would have a better link.

Nan Love: Every committee member, including the Executive, is elected by the membership. The Communications Committee is insulting the membership which elected it.

Avron Hoffman stated that the Committee had not intended to insult anyone. He felt that the content of the newsletter is mild compared with other publications. He invited more submissions from the membership.

Suzan Zagar expressed concern regarding the amount of power which passage of this motion would give to the Executive. This issue goes beyond the Communications Committee. The Grievance and Contract Committees would also be affected. The Executive would have the power to overrule any decision made by these Committees. There is no precedent in the history of this Union for this power.

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Adrien Kiernan stated that everyone has one vote, and that every issue is decided upon by the ultimate power, i.e. the membership. The membership has the right to vote against any decision. The power is in the membership. The Executive facilitates the wishes of the membership.

Suzan Zagar: This motion would make possible the reversal of Grievance Committee decisions. This is an experienced, knowledgeable committee.

A member asked for clarification of the decision-making process.

Adrien responded that each sub-committee has a mandate. If the Executive overrules a sub-committee decision, it must come to the Membership for debate.

A vote was taken, and the motion was CARRIED.

b) MOVED and SECONDED by the Executive "That all arbitrations be approved by the Membership"

The Chair suggested that this motion be further tabled, as only two of six Grievance Committee are present. Discussion began and the origin of this motion and its intent queried.

Adrien stated that this issue arose as a way of keeping the membership aware of current arbitrations. In the worst possible scenario, the Grievance could take a case to arbitration which the membership would feel was not a valid case, and one which might compromise future negotiations. This has happened in the past. She had researched seven other Unions, and found that the general rule is for arbitrations to be approved by the membership. Confidentiality was not considered to be a serious issue.

A concern was expressed that poor turnout at a membership meeting might jeopardize arbitration decisions. As part of the democratic process, the membership should be involved in the decision to take a case to arbitration.

Richard Melanson stated that the Union has a duty to protect members who have problems, and that includes arbitration. Thus to vote on an arbitration is redundant. A decision NOT to take a case to arbitration should go before the membership.

Suzan Zagar provided a historical background to the question. Since 79/80 there has been a policy whereby if a grievor did not agree with the decision of the Grievance Committee, he/she had the right to appeal to the membership (not the Executive). Many grievances are of a highly confidential nature. This could create conflict between the grievor and the rest of the membership. There is also the problem of time: unnecessary delays might occur if it was necessary to obtain approval to proceed from the general membership. It should also be remembered that we have a very experienced Grievance Committee.

Joe Denofreo stated that if the membership's money is to be spent, then their approval must be obtained.

Suzan raised a point of information, stating that arbitration costs are included in the budget, and that if these funds are exhausted, the membership must approve further expenditure.

Joe continued by saying that in a membership discussion of arbitration, it is not the individual who is being discussed, but a violation of the Collective Agreement, and that the membership had the right to know what was going on and to participate.

There were calls for the question.

The Chair reminded the meeting that the Grievance Committee had recommended against the motion. She stressed that in the interests of fair play, this motion should not be voted on until the Grievance Committee were present in order to present their views.

MOVED Nan Love SECONDED Greg Fisher

"That the motion to require arbitrations to be approved by the Membership be further tabled."

CARRIED

5. PRESIDENT'S REPORT

i. Sexual Harassment

The University has presented its Sexual Harassment Committee report, and invited Union participation in the Committee. The Executive is not in favour of such participation, as

1) The University intends to negotiate out any existing Sexual Harassment language in the Collective Agreements on Campus. This would make CUE members subject to the tribunal set up under the terms of the report. The Chair stated that she did not feel that this tribunal would adequately provide for the needs of our members, as a) while there is an appeal process, the appeal could fail and then that avenue would be closed, and b) the President has the right to stay any decision, so even if the accused was found guilty, it is conceivable that no action would be taken.

2. The various tribunals and sub-committees would comprise people appointed by the President of UBC, some of whom would be non-UBC personnel. She wondered why members of the community at large would be invited to sit, or be interested in participating on such committees.

ii. Bylaws

Discussed earlier in the meeting.

iii. Tuition Waivers for Sports Courses

Several members have been denied the use of their Tuition Fee Benefit for sports courses this year. When questioned, the University's position is that there was never any intention for sports courses to be covered by tuition waivers; that, in fact, some courses were agreed by both parties to be exempt. The Chair went through the old files but could not find documentation to support this. The University was then asked to provide substantiation. They informed her that they could find nothing in their files, either. The Chair then advised them that since there was no documentation to support this claim, that since the union was not about to take the University's word for this, that since "past practice" dictated sports courses were covered by these waivers, and that the Collective Agreement made no such exemptions, the University was contravening the contract. The University continued to maintain their position and a policy grievance was launched.

NOTE: The Chair asked for those who had taken sports courses via waivers to please inform the Union office of the course and year. Personnel files contain that information, so it needn't rely on memory.

- iv. A memo was sent to staff in one department suggesting that they use their tuition waiver for job-related courses. This issue was presented at a Labour Committee meeting, with the Union asking that the memo be rewritten and reissued. This was agreed to by the Department Head and the rest of the Labour Committee, but has not yet been done. Correspondence on this issue is ongoing.

- v. Notice of Tech Change
There have been several recent cases of notices of Technological Change not complying with Article 19.04 in that pertinent details of the Tech. Change have not been given in these letters. A letter has been sent to Personnel Services insisting that all such letters issued over the last three months are therefore invalid, and that these notice letters must be reissued, with the effective date being the date of reissue.

- vi. Telereg
Pamela requested that members advise the Union of any information regarding access or authorization to use Telereg. What kind of access or authorization is being given, what classifications are they, etc. Are you authorized to view only, or to make changes? What are Department Telereg Resource persons required to do? Alannah asked how this will affect the library. Very little information has been received on how this will affect jobs, but the issue will be raised at the next LCC meeting.

- vii. Membership Meeting Schedule
Pamela stated that there has been considerable feedback on the schedule. Discussion followed on the question of the summer schedule. It was decided to keep the schedule as is, and to cancel a meeting if quorum was not achieved.

6. TREASURER'S REPORT

MOVED and SECONDED by the Executive that the part-time temporary position in the Union office be reclassified to a Clerk I.

The part-time temporary Secretary III resigned effective 5 April, 1988, and the requirements are now for part-time help mainly with filing and photocopying, therefore the position has been reclassified.

CARRIED

7. BUSINESS AGENT'S REPORT

i. Rod is now spending Wednesday mornings at the hospitals. He has received very positive feedback from members there, who want these visits to continue for the foreseeable future. The Medical Genetics Unit and Grace Hospital continue to cause concern. At this time the concern focuses on the Health and Safety situation. The on-site committee which has recently been formed with the Union's help is reviewing the situation and will provide recommendations for action. The Union will continue to monitor the situation.

ii. Our members who work in the Library are concerned about changes which may occur in the near future. These range from technological innovation and its impact on staffing levels and position descriptions, to concerns about privatization such as happened recently in Ontario. In the latter case the University sold its library and then leased it back. In order to address these concerns from a Canada-wide perspective a meeting was held on 14 June, 1988 at which a researcher from CUPE presented an update on what was happening elsewhere across the country. As a result of that meeting the members in attendance passed a motion calling on the Union to establish a committee comprised of Library Assistants to investigate possible changes at UBC Library, and the impact that these changes will have on staffing levels and position descriptions. The committee would be open to any Library Assistant willing to serve on it.

iii. A study is being conducted by the Grievance Committee of the relationship between members who are supervisors of other members and the members whom they supervise, with the objective of ameliorating conflicts between the two. This can be a difficult situation for people trying to fulfill two obligations.

8. COMMITTEE REPORTS

i. Contract Committee

A survey will be circulated requesting feedback on contract items in the June issue of our newsletter. Please fill it out and return it by the first week in August. We hope to discuss proposals at September and October meetings so we can start negotiating in late October or early November. Joe Denofreo emphasized the need for feedback from as many, and as varied, sources as possible in terms of occupation, department, level, etc. as expertise and experience is necessary in order to ensure all variables are looked after. Members have a responsibility to get involved in this process.

ii. Grievance Committee

In the absence of the Chair of the Grievance Committee, Rod presented the report. Grievances are being handled expeditiously, and the total number of arbitrations, grievances and investigations has been reduced. Currently there are 6 arbitrations pending, 3 grievances and 16 investigations.

iii. Health & Safety Committee

Estelle reminded the membership that until further notice the number to call in an emergency is 4567. She also requested that members call her if there appears to be an asbestos problem in their workplace. The University has supplied a list of buildings which have been cleared of asbestos, but it will take years to complete this. Concern was expressed about possible side effects of long-term use of VDTs. Estelle emphasized that the Committee requires two more members. The Committee meets once a month.

iv. Communications Committee

There was no report.

Suzan Zagar felt that the Membership should inform the Communications Committee of its feelings regarding the newsletter. The remarks directed at a member in the recent newsletter were offensive and insulting. The Committee is not exercising discretion and courtesy. A recommendation was made that more discretion be used by the Communications Committee in future.

v. Job Evaluation Committee

Susan Claybo reported that the Committee now has four members. All Job Descriptions have been read and compared with those of Personnel Services. Three discrepancies were revealed. She asked for input from the membership, and emphasized that she and her committee are happy to supply information when

requested. She also advised that her committee will be undergoing training by CUPE personnel.

vi. Education Committee
There was no report

9. OTHER BUSINESS
There was none

The meeting adjourned at 2:25 p.m.

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