

**GENERAL MEMBERSHIP MEETING  
18th January, 1990**

**MINUTES**

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

**1. ROLL CALL OF OFFICERS**

<b>Greg Fisher</b>	<b>President</b>
<b>Shirley Irvine</b>	<b>1st Vice President</b>
<b>Ann Hutchison</b>	<b>2nd Vice President</b>
<b>Stephen Montgomery</b>	<b>Chair, H &amp; S Committee</b>
<b>Diana Ellis</b>	<b>Secretary-Treasurer</b>
<b>Denise Field</b>	<b>Trustee</b>
<b>Sandy Lundy</b>	<b>Trustee</b>
<b>Paul Tetrault</b>	<b>Business Agent</b>

**2. ADOPTION OF AGENDA**

**MOVED: Erickson/SECONDED: Abbott**  
That the agenda be adopted as amended.

**CARRIED**

**3. ADOPTION OF MINUTES**

**MOVED: Erickson/SECONDED: Abbott**  
That the minutes of November 23rd, 1989 be adopted.

**CARRIED**

**4. BUSINESS ARISING FROM THE MINUTES**

Rhonda Spence gave a presentation on the CUPE Metro Council and the activities for this Council:

- 1) Provides a good forum for exchange of information, what the problems that different Unions have and how they are dealt with.
  - 2) The Council takes action on Regional level; political action to support candidates at the school board and other political levels who have our interest at heart.
  - 3) The Council is involved in recycling.
  - 4) The Council sponsors well attended courses and seminars and is working on a Metro newsletter which would report on local union activities.
- Structure:** Elected Executive consists of President, Vice-President, Secretary-Treasurer, and 4 members at large.  
**Council has 22 locals** affiliated in Jan. 1990. The last year has been one of great growth.  
**Executive Chairs committees:** political action, constitution, resolution, plus we have Council appointees to provincial committees.  
 Rhonda says it would be important for CUE to join to get and exchange information and ways of doing things. There was a discussion about whether the affiliation vote should be by referendum ballot.

**MOVED: Hutchison/SECONDED: Fisher**  
That this Union join the CUPE Metro Council.

**CARRIED**

**5. NOMINATIONS FOR THE 1990/91 EXECUTIVE**

**President** - Greg Fisher (accepted)  
**1st Vice President** - Shirley Irvine (accepted), Susan Zagar (declined)  
**2nd Vice President** - Ann Hutchison (accepted)  
**Secretary-Treasurer** - Diana Ellis (declined), Loretta Clarke (accepted), Sandy Lundy (declined)  
**Recording Secretary** - Sandy Lundy (accepted)  
**Sergeant-at-Arms** - Lynn Jenkinson, Ann Chatwin (both accepted)  
**1st Trustee** - Denise Field (accepted)  
**2nd Trustee** - no nominations, will remain open.  
 Joe Denofreo administered the Oath of Office to the new officers, swearing them in for a two year term.

**6. PRESIDENT'S REPORT**

- 1) Greg Fisher asked members to fill out post cards to Brian Mulroney protesting the advent of the GST.
- 2) Greg announced that the new contract had been received from the printer and asked for volunteers for labeling.
- 3) Greg read letter to President Strangway regarding the Union demand that the University assure the banning of the Lady Godiva ride.
- 4) Greg explained the University initiative on an Employees Assistance Program. Greg Fisher and Ann Hutchison attended a December EAP seminar. Greg read out the Union position on the EAP program which emphasizes confidentiality, anonymity, and non-use of discipline in EAP program. Greg explained how the Union attempted to get this position accepted by the University committee. Greg also explained that the EAP program is in its infant stage and that at present the University

committee was making a submission for funding to investigate such a program.

5) A fairly extensive discussion took place on this motion concerning philosophical and practical difficulties with it. There was a discussion of the importance of booked off members being accountable for their work to the membership particularly in light of the need to determine how much staff the office would require after Greg Fisher's six month booking off in July, 1990.

It was pointed out by the CUPE National Representative, Joe Denofreo, that the Local has about 80 grievances pending and 34 conceivably headed for arbitration. While CUPE National Union will give all the help they can.

**MOVED: Hutchison/SECONDED: Irvine**

That Greg Fisher be booked off to work in the Union office for 6 months starting January 7, 1990 to: assist the business agent with grievance handling and contract interpretations with the understanding that during this period every attempt will be made to involve newer stewards in these areas, and he will work with the Executive on a recommendation for permanent office staffing to be presented to the membership at the end of 6 months.

**CARRIED**

6) 2nd motion - Shirley Irvine explained that it seemed logical that a person with more responsibility would be paid more than a person with less responsibility. Greg is paid at Clerk 3 and if we booked him off at this rate, he would be paid less than the secretary in the office. There is past practice for booking off at a higher rate. There was general discussion.

**MOVED: Irvine/SECONDED: Montgomery**

That for the 6 month period, Greg Fisher will be working in the Union office, that he be paid at Paygrade 9 Step B subject to membership ratification. (Jan. - April \$2312, April - June \$2476)

**CARRIED**

**7. SECRETARY-TREASURER'S REPORT**

1) Approx. Assessment	
Sept.	16,398
Oct.	17,489
Nov.	17,492
	<u>51,379</u>
strike cost	45,359
surplus	6,020

**MOVED: Ellis/SECONDED: Field**

To transfer all surplus funds from the assessment to the strike fund.

**CARRIED**

- 2) Diana Ellis announced that members on strike would get T4's and that address changes should be communicated to the Union office.
- 3) Diana announced that the financial statements for Oct., Nov., and Dec., 1989 will be in the next newsletter.
- 4) Budget - Diana explained the different provisions of the budget.

**MOVED: Ellis/SECONDED: Clarke**  
To adopt the 1990 proposed budget.

**CARRIED**

**8. EMPLOYMENT EQUITY COMMITTEE**

**MOVED: Erickson/SECONDED: Clarke**  
To allow Sharon Kahn to speak at this meeting.

**CARRIED**

Sharon Kahn, director of Employment Equity, addressed the meeting and explained that the census would be confidential in that the census would only require the employees confidential employee number and not the name. Ms. Kahn stated that she, alone, would have access to the census. The questionnaires had to have an employee number in order to track the progress of the employee for equity consideration according to Ms. Kahn. Ms. Kahn answered some questions. In response to a specific question, she stated that she had been told that the work of her office does not have to be reviewed by UBC's behavioral Sciences Screening Committee. The session then broke off as the meeting was adjourned for lack of time.

**MOVED: Erickson/SECONDED: Hutchison**

That the meeting be adjourned.  
The meeting was adjourned at 2:30 p.m.