

file

BUSINESS AGENT'S REPORT
JUNE, 1988

1. LABOUR RELATIONS

During June there were two Grievance Committee meetings scheduled and I attended both.

Arbitrations To date there are 6 listed which is a reduction of 2 since the last report. These 2 never went to arbitration. 1 was resolved before arbitration and 1 was dropped without prejudice. It is possible that 2 or 3 more could be removed from the active list before the end of July. (Bartens; Financial Services and Latter).

Step III To date there are 6 listed which is an increase of 3 since May. One of the latter was solved and 4 new ones added. Of the 6 listed we are waiting for answers to 2, have meetings set for 1, and are setting meetings for the 3 which have just been filed.

Step II To date there are 2 listed, 1 more than in the last report. The new one was a case which Chuck Erickson was dealing with and was turned over to the office when he became ill. The case in Medical Genetics Unit still needs follow up particularly with respect to the furniture in the fire escape.

Step I 2 are listed to date. Both are new and are located at UBC Press. Extensions on the meetings have been requested until the Director returns from vacation on July 8, 1988.

Investigations To date there are 15 listed which is a decrease of 4 from the last report. 3 of the present list can be removed as solved.

The overall situation has seen a major increase in my workload primarily due to the situation at UBC Press where at present we have five grievances against the supervisor. One of these is a charge of sexual harassment. The second area which is causing major amounts of work is the Department of Paediatrics at Children's Hospital due to the performance of the Sec. V; notice of layoff to a 24-year employee; extended use of a temp., and morale.

The Medical Genetics Unit at Grace Hospital is still a major concern due to hazardous working conditions. Despite our efforts to assist our members some of them still favour going to HEU. We need to monitor this situation on an ongoing basis.

A major difficulty in the near future for the processing of grievances will be the operation of the Grievance Committee which has been decimated by leaves and illness. We must work to rebuild this committee or else the processing of grievances will suffer.

b) Contracting Out

Chuck Erickson is at present unable to lead this work as he is ill. Pamela and Joe Denofreo have raised questions in the Labour Relations Committee about the situation with respect to LTO use which falls below the 2% of our membership limit while at the same time agency temps are being used. Personnel Services are now aware of our concern and will try to get more LTO workers in order to reach the 2% limit.

c) Contract Enquiries

Substantive enquiries have been averaging less than one per day. Most phone calls have related to data base problems, questions about pay difficulties and follow ups to ongoing grievances or investigations. Reports of the latter are in the appropriate file.

d) Job Reclassification

In recent weeks more requests are coming into the office for advice and assistance on this matter. The library system is the origin of most of the requests. I have undertaken to review whatever records we have in the office in order to assist our members but with the increase in grievance related matters I am not as far ahead on this as I had planned. If grievance matters quieten down I should be able to catch up by the end of July. I would propose that I be allowed to set a block of time aside to do this. Perhaps three days of one week should be enough.

2. Organizing

a) Hospital Visits

These have been a great success. Our members are pleased to see Union representation at their work sites and are complimenting us for doing this. On this basis the visits should continue on an ongoing basis.

b) Library Meeting

This took place on the 14th of June, 1988 in Buchanan Rm. 106 from 12:00 until 2:00 p.m. 20 CUE members attended. Blair Redlin from CUPE National attended and presented concerns among library workers across Canada. These were:

- i. Selling off of book collections on which a moratorium has now been imposed
- ii. The erosion of serials subscriptions due to inflation in prices of as much as 20% which results in less money for wages and benefits
- iii. New copyright legislation which could increase royalties on photocopying.
- iv. The possible impact of the Mulroney-Reagan Trade Deal which could, for example, reduce the demand for services from Canadian Universities.
- v. Technological change leading to the deskilling of some jobs and an increase in the complexity of the jobs; as a general example interlibrary data sharing reduces work at the local level.
- vi. Health and Safety conditions due to VDTs; photocopiers; poor ergonomics and so on.

Blair also reported that CUPE B.C. Division is engaged in the first comprehensive study of library workers and their prospects. Informal inquiries suggest that even though we are not part of the B.C. Division this local's participation would be welcomed. I suggest that a formal approach be made.

Finally, the members passed the following motion:
M/S/C ZAGAR/KAM

That today's meeting endorse the following resolution

M/S/C ANDERSON/ZAGAR

That a committee be established to deal with the ongoing situation in the UBC Library system.

I would suggest that the Executive approve the concept and allow me to contact members in the Library to form this committee. The first meeting of this committee will formulate a program of work to be undertaken.

c) Stewards

Marion Gordon and Pam Lundrigan have proposed to launch an eight-stage program to recruit stewards as at present we are nowhere close to achieving the objective of one steward per 10 members. Some people who had earlier given a commitment have dropped out for various reasons. Marion Gordon and I have agreed to meet so as to consult on the program and for me to provide input.

d) Division Meetings

The next set are planned for August and I would propose that rather than Thursdays and Fridays we hold the meetings on Tuesdays and Thursdays so as to avoid flex days.

e) CUE Supervisors' Meeting

We have not scheduled this yet and I would suggest we plan it for early October.

In general, I have serious concerns about the Shop Steward structure and agree that we have to put a major effort into building it. The fragile structure which was in place has not been reinforced, mostly due to the reluctance of members to serve as stewards. Instead of asking people if they want to be stewards we should be asking do they want to receive grievance handling training and create a fun situation within which the learning can take place. As we continue to develop the structure we must ensure procedures are in place to ease the flow of information between stewards and the office so as to avoid duplication of effort and the loss of information or delay in its arriving in the office for records maintenance. The second computer which was purchased in part for this purpose should be integrated into whatever system we build.

3. Office

Noreen Chan has been replaced by Wendy Chow, who will be at work in the office Mondays and Fridays. Wendy will work mostly on records maintenance. The records are now in the best shape they have ever been.

4. Meetings

I attended all meetings of the Union as well as the Labour Relations Committee.

5. General

- a) Wrote correspondence as required
- b) Did research as required
- c) Maintained liaison with CUPE National

RH/rd
07/07/88

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