

# GENERAL MEMBERSHIP MEETING

22nd November, 1990

## MINUTES

The Chair called the meeting to order at 12:48 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>Polly Diether</b>	<b>Secretary-Treasurer</b>
<b>Vic Wilson</b>	<b>Chief Shop Steward</b>
<b>Stephen Montgomery</b>	<b>Health &amp; Safety</b>
<b>Lynn Jenkinson</b>	<b>Sergeant-at-Arms</b>
<b>Ann Chatwin</b>	<b>Sergeant-at-Arms</b>
<b>Paul Tetrault</b>	<b>Business Agent</b>
<b>Joe Denofreo</b>	<b>CUPE Representative</b>

### 2. ADOPTION OF AGENDA

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

**CARRIED**

### 3. ADOPTION OF MINUTES

**MOVED:**Erickson/**SECONDED:**Krowchuk  
That the minutes of October 24th, 1990 be adopted.

**CARRIED**

### 4. BUSINESS ARISING FROM THE MINUTES

None

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

Recording Secretary - Jennifer Martin  
Trustee (3 year term ending Dec. 1992) - no nominations  
Trustee (Term ending Dec. 1990) - no nominations

Jennifer Martin was acclaimed as Recording Secretary for the balance of the term and took the oath of office.

### 6. BUSINESS AGENT'S REPORT

Paul reported that he has spent an extensive amount of time on the Reassignment Grievance that is going to arbitration next week, this Grievance involves a member being reassigned from their position to another separate position, which the Union believes in this case to be a form of discipline. He reported that a reclassification grievance will also be going to arbitration within the next few weeks. Paul reported that he is also continuing to work on the IRC application to get back approximately 180 positions that have been removed from the bargaining unit.

### 6. PRESIDENT'S REPORT

Greg reported on the formation of the new Library Planning Committee that has been organized in reaction to the new Librarian's staff development proposals. There are 5 members currently on this committee, Ann Hutchison, Avron Hoffman, Seonaid Christopherson, Marilyn MacPherson, and Catherine Martell. Other members are encouraged to join this committee and their first meeting will take place on December 4th. A vote was passed by the membership to ratify the new Library Committee.

### 7. SECRETARY-TREASURER'S REPORT

Polly Diether reported that she is currently trying to contact David Levi to acquire further information regarding our strike fund investments. Hopefully, by the next meeting she will have the figures previously requested.

### 8. COMMITTEE REPORTS

#### i. Grievance Committee

Shirley reported that two of the grievances that were scheduled for arbitration have been settled (coincidentally on the eve of the arbitration). One of the grievances involved performance appraisals and that it should be considered an adverse report as the Contract specifies. The Grievance Committee felt that a negative performance appraisal should be removed from the employees file after two years providing that there was no repeated performance.

The other grievance involved the personal harassment of the Union President. This grievance was resolved by the University admitting that there had in fact been harassment on the part of the manager and an apology to the President was made. The manager was fired incidently.

#### ii. Health and Safety Committee

Stephen Montgomery reported that there was unbelievably no procedure for yesterday's power failure (Occupational Health & safety didn't even have a flashlight). He stated that the Health & Safety Committee is going to pursue the University that in the event of an unexpected emergency that there be a routine for these kinds of circumstances.

#### iii. Communications Committee

No report.

### PART II CONTRACT PROPOSALS

The meeting was turned over to Ann Hutchison, who reported that further proposals and amendments would be taken before a vote to ratify the proposals as a package would take place.

**MOVED:**J. Drummond/**SECONDED:**Erickson

That the Dental Plan language should be changed to include spouses in the orthodontic coverage.

**CARRIED**

**MOVED:**Fisher/**SECONDED:**L. Moen

That we amend the proposals to the effect that we reserve the right to advance proposals on Article 22.05.

**CARRIED**

**MOVED:**S. Lundy/**SECONDED:**D. Anderson

To request the Contract Committee to discuss with the University a campus wide procedure for earthquake preparedness.

**CARRIED**

**MOVED:**Erickson/**SECONDED:**L. Bryant

To adopt the contract proposal package as amended.

### PART III - Office Staffing

Notice of Motion

**MOVED:**S. Lundy/**SECONDED:**C. Abbott

That the vote on the dues increase be done by secret ballot at the Dec. 6th meeting.

There was extensive discussion regarding the proposal to have a second full-time person to work in the Union office in a servicing capacity. Many points were made:

- \* the Union, with it's current office staff levels, has been unable to keep up with all the evolving problems that have come at us over the years, for example there's the IRC Section 34 application. With an additional person in the office we may not have to be going after 180 positions now. Previously when we had 3 staff in the office, more time was allocated to researching and checking the postings and tracing the movement of the membership. Illegal or improper movement of employees was dealt with immediately.
- \* if this second person is hired for a two year term, after the term has expired the person will be able to return to their job and take with them the training and experience to be passed on to other members in their departments.
- \* who's to say that after two years of working in the Union office that this experienced person won't leave the University instead of returning to their former position?
- \* is it necessary that the dues increase be so high (as to generate approx. \$80,000)

**Membership minutes (page 2)**

- \* the balance of the monies will be spent on booking off members for training, research, etc. There are problems with getting volunteers to help out after work hours, because most members are very tired after working all day and don't want to attend meetings/training sessions, discussion, etc. after work hours. If we had the funds to book members off from their workplace to be trained, etc. we would have a more knowledgeable and experienced membership to handle problems in the workplace and consequently a stronger Union.

**Notices of Amendments:**

**MOVED:**C. Meyers/**SECONDED:**C. Abbott

That no member of the Executive be able to hold dual positions even in the year of 1991.

**MOVED:**S. Lundy/**SECONDED:**Erickson

That CUPE 2950 dues be increased from the current 1.25% to 1.35% of gross salary effective April 1, 1991.

**MOVED:**Erickson

That the meeting be adjourned.

**CARRIED**

The meeting was adjourned at 2:30 p.m.