

GENERAL MEMBERSHIP MEETING

DATE: March 2, 1988  
PLACE: IRC 3  
TIME: 12:30 - 2:30

AGENDA- REVISED February 4th.

1. Roll Call of Officers
2. Adoption of Agenda
3. Adoption of the Minutes of December 1st, 1987.
4. Business Arising from the Minutes.
  - i) Medical Genetics Update
  - ii) Nominations for
    - First Vice President
    - Recording Secretary
    - 3 Trustees
    - 2 Sargeant at Arms
5. Treasurer's Report
  - i) Approval of the Budget
  - ii) Three Notices of Motion
    - (a) Approval of the Budget  

MOVED and SECONDED by the Executive that the proposed 1988 budget be approved.
    - (b) Carry Over of Donations  

MOVED and SECONDED by the Executive that the \$600.00 allocated to 'Donations' in 1987 be carried over into the 1988 budget.
    - (c) Computer Purchase  

MOVED and SECONDED by the Executive that approval be granted to purchase a Computer (compatible to the existing Union office equipment), a Modem and a Computer Desk, the cost not to exceed \$5,000.00 including tax.
6. President's Report
  - i) Two Notices of Motion
    - (a) MOVED Kiernan and SECONDED Lundigran that all committees are responsible to the Membership through the Executive. [Refer to President's February 3rd letter to the Membership].
    - (b) MOVED and SECONDED by the Executive- "that all arbitrations be approved by the Membership".
7. Committee Reports
  - i) Contract Committee
  - ii) Grievance Committee
  - iii) Health and Safety
  - iv) Communications Committee
  - v) Trustee's Report
  - vi) Education Committee
8. Oath of Office
9. Other Business

The CUE General Membership Meeting was held in I.R.C. #3 on Tuesday, March 2, 1988 at 12:30 p.m.

I. CALL TO ORDER

The Chair called the meeting to order at 12:35 p.m.

II. AGENDA

(a) A. Hutchison asked for an amendment to the Agenda to move item 4 before item 6 (1) (a) [the Communications Committee Report before the President's Report and motion (a)] so as to first deal with the issue itself and then with the motion.

(b) Diana Ellis pointed out that "Adoption of the Minutes of December 1st, 1987 and December 16th, 1987" should be added under item 3.

MOVED Horvath/Stafford approval of the Agenda as amended.  
CARRIED

III. ROLL CALL OF OFFICERS

- Adrien Kiernan (President)
- Pamela Lundrigan (2nd Vice-President)
- Diana Ellis (Secretary-Treasurer)
- Estelle Lebitschnig (Health & Safety Rep)
- Joe Denofreo (CUPE Rep)
- Rod Haynes (Business Agent)
- Sally Bondy (Recorder)

IV. APPROVAL OF THE MINUTES OF DECEMBER 1 AND 16, 1987

(a) Diana Ellis added the word "benefit" under item 7 (b) in the minutes of December 1st, 1987.

(b) Diana Ellis changed the spelling of the name Borvis to Vorvis under item #5.

(c) Item 10, 1st. para, should read "from \$.75 to \$235.00 per month."

MOVED Ellis/Field adoption of the Minutes as amended.  
CARRIED

V. BUSINESS ARISING FROM THE MINUTES

Medical Genetics Unit

Rod Haynes reported that the funding for the Medical Genetics Unit has been so far continued, and advised that a number of our members in the unit feel that they are being

overworked and are not being properly supervised. Rod indicated that we are therefore proposing to the Grievance Committee that a level II grievance be launched.

V. NEW OFFICER NOMINATIONS

Adrien Kiernan advised that her letter of resignation was sent with the last newsletter and is effective March 15, 1988. She noted that although it has come at an onerous time because of the transition in the Union Office, she felt she had to resign for personal reasons.

Adrien advised that Rod Haynes has been formally appointed as Business Agent and that he is doing a good job.

Adrien asked for nominations from the floor for

- President,
- 1st Vice-President,
- Recording Secretary,
- Trustee for a One Year Term of Office
- Trustee for a Two Year Term of Office
- Trustee for a Three Year Term of Office

There were no nominations from the floor for any of the above positions. Adrien stated that nominations for the above positions would stay open.

Suzan Zagar, on behalf of the membership, thanked Adrien for her service on the Union and there was a round of applause.

- Two Sargeant-at-Arms

Adrien informed that Chuck Erickson had been nominated at the last meeting, but that as Chuck was not present and had not accepted the nomination in writing, that nominations would remain open.

Adrien informed that both Lee Miltimore and Patsy McMurchy had accepted (in writing) nominations for the two vacant Sargeant-at-Arms' positions. The President announced that nominations were therefore closed and Lee and Patsy were elected by acclamation.

Adrien expressed the Executive's concern with the lack of participation by the membership and the problems with filling Executive positions. Adrien pointed out that if there are no Table Officers, business at the Executive level cannot get carried out.

Adrien indicated that Sally Bondy was offered a better job with more money and is leaving March 16th. Adrien stated that Sally Bondy has done an extraordinary job in the Union Office straightening out the old files and setting up

Adrien indicated that Sally Bondy was offered a better job with more money and is leaving March 16th. Adrien stated that Sally Bondy has done an extraordinary job in the Union Office straightening out the old files and setting up records. Adrien stated that she wished to express her appreciation for the long hours and good job performed by S. Bondy.

There followed a discussion about the Secretary's workload and salary in the union office. Sally Bondy was invited to candidly express her opinion on these issues and stated that the job is a very challenging one and requires in her view another part-time person. Ms. Bondy also stated that she thought that the salary was fine as a starting point.

Adrien spoke again about her concern with not having an Executive to oversee the running of the Union. If we don't have an Executive, she stated, the other options are grim. Adrien pointed out that some of these options have been proposed as follows: (1) looking into affiliating with CUPE 116; (2) asking CUPE to put our Union into Trusteeship which means giving control of our Union to the CUPE National, and (3) becoming vulnerable to decertification.

Joe Denofreo stated that CUPE is not interested in taking our local into trusteeship. He pointed out that he did not have any magic answers to the problem, but suggested forming a small committee to try to get members involved.

There followed a long discussion on what could be done to get more people involved in the Union. Various members spoke about the general apathy of the membership; the lack of volunteers which means expecting a small number of people to do all of the work; attendance at meetings; membership responsibility; Union autonomy; Executive officers and lack of experience. Alannah Anderson suggested that if we could spread the load, it wouldn't be onerous at all, and that if we were supportive of one other. She further added that we our resources and get our act together.

VI. TREASURER'S REPORT

(i) Approval of the Budget  
D. Ellis informed that the 1987 audit is being done and that we are waiting for some final bills from the University. She advised that the budget had been distributed with the February 2nd Agenda. Diana summarized the budget and answered questions from the floor.

MOVED and SECONDED by the Executive that the proposed 1988 budget be approved. CARRIED

A. Kiernan pointed that we did not make a \$5.00 assessment in August, 1987 as required by our bylaws.

MOVED Melanson/Lundy to waive the \$5.00 assessment that we did not assess last August.  
CARRIED

(b) Carry Over of Donations

MOVED and SECONDED by the Executive that the \$600.00 allocated to 'donations' in 1987 be carried over into the 1988 budget.  
CARRIED

(c) Computer Purchase

MOVED and SECONDED by the Executive that approval be granted to purchase a Computer (compatible to the existing Union office equipment), a Modem and a Computer Desk, the cost not to exceed \$5,000 including tax.  
CARRIED

MOVED Melanson/Zagar to donate \$100.00 to the Labour Arts Festival to be held in April, 1988.  
CARRIED

MOVED Ellis/Lundy to extend the temporary position for three months (under the same terms as the previous three months) while we review the office situation.  
CARRIED

Rod Haynes, in response to a member's question, stated that yes, it is pretty hectic working in the Union office, but right now the work is being handled. He indicated that we try to handle grievances as they come up and will continue to rely on Stewards. Rod also advised that a phone log is kept in the office and he tries to get back to callers within 24 hours. Rod also noted that, despite the despair and gloom we are seeing which has been expressed today, we have had lot of help with labelling the newsletter and thanked those volunteers who have assisted.

#### VII. PRESIDENT'S REPORT

Adrien reported that there is a form (a confidentiality statement) coming out from the Registrar's Office that has been sent to members who will be using the on-line student record system. She stated that we are going to advise the University at the Labour Management Committee that we are asking our members not to sign this form.

Adrien advised that the Pat House file has been sent to the CUPE lawyer, John Elder, to ascertain whether we are liable for any money owing to her and that we are waiting for J. Elder's response.

Adrien indicated that we are working on getting new bylaws sent to the membership for their consideration and approval.

Adrien reported that at the last Labour Management Committee meeting, we were told by the University that they were going to be part of an Employment Equity Program and were astonished to learn that Glinis Tidy was going to be the Representative for CUE. Since we were neither informed nor consulted, we took exception, particularly when the University stated that G. Tidy would be representing the clerical workers. Adrien noted that it makes G. Tidy a rep of CUE since clerical workers are CUE members. Adrien had a conversation with G. Tidy who spoke briefly, stating that the outcome is that she would not be representing CUE, but would be sitting as an individual on the committee.

Adrien reported that we had sent a letter to President Strangway expressing our displeasure with being excluded from the process. Joe Denofreo stated that this program impacts on bargaining and is a very dangerous precedent. He will also send a letter.

#### Communications Committee Report

Avron stated that as he did not know who was on the Communications Committee aside from Anne Hutchison and himself and that they feel that they have been tried and executed for publicising a quasi cover. Avron noted that the February cover expressed, in his view, women who are strong and experienced looking, but that Adrien and the Executive took an opposing view. To assume that everyone would agree was astounding to him. He pointed out that if people don't like the cover, or anything else about the newsletter, that they can write letters. We are not out to destroy the union or harm it. You can't please everybody. Our intention with the cover had nothing to do with the Contract Committee. We think they did a great job, but it's no big deal. They didn't take anything away, but they didn't get a lot more money. I don't think it's a healthy thing to congratulate yourselves too much. Also, the newsletter arrived 1 1/2 weeks late because a letter was written (I don't know who wrote it) which made certain feelings known.

Adrien: A point of information. (The Chair was passed to Pamela Lundrigan.) The newsletter was held up because it needed a new Agenda. Why should we pay for two mailings when the Membership Meeting had been cancelled.

Avron: I don't want to get into that. We felt that it was held up because of your concern about the cover and that you wanted to write a letter to go along with the cover. We felt that you, like anybody else, get the newsletter and then write to the Editor about how they feel and that's the way it should go. I just think that you over-reacted to it. But we feel that if the membership doesn't like what we are

doing, they can vote us out of office and get someone else to do it. But we don't want to have to go through every issue in this manner.

Adrien: Okay, I think I'm going to tie the newsletter into the motion that's on the floor, if that's alright with you, because it's all part of the same thing. The newsletter did not directly start this. This is the motion that we intended to bring forward to the membership prior to this newsletter coming out. It's been the Executive's position that there has to be some kind of structure. Every organization has a structure. There is accountability. The Executive is accountable to the membership for everything that happens within the union. If the newsletter cover is not liked, people are not calling the Communications committee at work, they are calling the President at work, or they are calling the Union office. Therefore, de facto, we are held accountable for everything that happens within this Union. If we are going to be held accountable for what goes on, we should have some jurisdictional power to have those people either elect a Chair, be accountable at the Executive level or in the absence of the Membership being seated. All of the Standing Committees are responsible to the CUPE National when the convention is not seated, and the Convention only sits every two years. In the case of the Communications Committee, Elizabeth Zook resigned. There was no Chair coming to the Executive, there was no interaction between the Communications and Executive Committees. In fact, both current members have refused to act as the Chair and to attend the Executive Meetings. All of the material comes from elsewhere. All they do is supply the cover, cut and paste. This last cover was not the only cover that people found offensive. We got a number of phone calls about the cover that had "revelry" on it. We said nothing about it - we said, "Oh, we won't over-react." The next one came up at Christmas of the fellow putting a nail through his head, which is not very uplifting at Christmas time. I have people asking me to stop sending them a newsletter or sending them anything and they phone very irate. They want to withdraw from the Union because of this kind of thing. When that fact was relayed to the Communications Committee, it obviously didn't register. Elizabeth Zook is not chairing the committee anymore, doesn't want to be associated with it and has found it hard to deal with.

Avron: As a point of information, Elizabeth isn't here to speak for herself.

Adrien: The point is that when Elizabeth was on the Communications Committee, she did report back to the

Executive and also took the Executive concerns to the Communications Committee. When she resigned as Chair, that no longer happened.

I called other Unions to see how they structure things, and their newsletters are the Communication's arm for the membership. There isn't freedom of speech, there is an editorial page. The policies that the Union stands for is what goes out in their newsletter and it is approved by the Executive. So what I am doing is bringing it to the membership and not just the Communications Committee, but all committees. It has been moved by myself and seconded by Pamela.

Sandy Lundy: I will speak in favour of this motion and say that the committees should be structured so they are responsible to the membership. I felt that the cover was intended to wound the Contract Committee that had worked so hard, and to deprecate its achievement. I think that we have to realize that if we are going to be an effective Union and have unity, we need to be acting together which means we can't have several different leaderships in the Union. We need to have one leadership which is answerable to the membership. We are either pursuing some dream of democracy or we are being effective, so that at this time next year, we are maintaining yet another gain to improve our standard of living.

Ann Hutchison: I think we have to separate our feelings about the cover when we are thinking about this motion. What this motion is saying, is that the Executive (above all other committees) will have full responsibility, in between membership meetings. Up until now, all members of committees have been elected by the membership or by affirmations as in my case. We have never felt anything else but directly responsible to the membership which is why we invite letters to the Editor. What the Executive should be doing if it wants all power is, rather than have us elected by the members, change the bylaws so that all members are appointed by the Executive, report directly to them, and then the Executive will take full responsibility. The Executive has never had more responsibility than the membership itself. We are the ultimate power in this Union. The Executive is empowered to spend amounts of money. It has no power to make decisions on policy. It is strictly a spokesperson for the Union.

Richard Melanson: I am opposed to the motion on the grounds that the President has stated that she is over-worked as President. I also think that by creating responsibility for the newsletter committee by letting them field their own phone calls, that would rectify the problem. I feel that the way to solve the problem is to have a job description



which would state that the newsletter committee should create a newsletter at a certain level of good taste. I feel that censoring the newsletter is impractical.

Diana Ellis: We have to be responsible as an Executive for what goes on in the Union, yet if something goes wrong we are blamed.

Kitty Byrne: You are saying you want people to take over, but at the same time you say you want the Executive to have the power.

I think the membership has to decide what kind of newsletter they want.

MOVED Eeckhout/Ellis to table discussion on this issue to the next Membership Meeting. CARRIED

The meeting adjourned at 2:30 p.m.

File:GMDecl

VOLUNTEER SIGN UP FORM

NAME:

PHONE NO.

IF INTERESTED, PLACE AN "X"

.....

- 1. CONTRACT COMMITTEE: [ ]
- 2. HEALTH & SAFETY COMMITTEE [ ]
- 3. COMMUNICATIONS COMMITTEE [ ]
- 4. EDUCATION COMMITTEE [ ]
- 5. JOB EVALUATION COMMITTEE [ ]
- 6. VOLUNTEERS LIST TO ASSIST IN THE UNION OFFICE - FILING AND MAILOUTS, ETC. [ ]
- 7. SHOP STEWARDS [ ]

A CUE Executive Meeting was held January 12, 1988, at 5:00 p.m. in the Union Office with the following present:

- Adrien Kiernan (President and Chair)
- Pamela Lundigran (2nd Vice-President)
- Diana Ellis (Secretary-Treasurer)
- Colin Banyard (Trustee)
- Estelle Lebitschnig (Health & Safety Rep)
- Susan Berry (Chief Steward)
- Rod Haynes (Business Agent)
- Sally Bondy (Recorder)

Adrien Kiernan called the meeting to order at 5:00 p.m.

1. Agenda

Estelle asked that item (c) be moved to item (a) under "Committees".

MOVED Lundrigan/Lebitschnig approval of the Agenda as amended. CARRIED

2. Minutes

Minutes of the December 8, 1987 Executive Meeting had been circulated.

MOVED Lebitschnig/Berry approval of the Executive minutes of December 8, 1987 as circulated. CARRIED

3. Business Arising from the Minutes

(a) By-laws

Three sets of by-laws were circulated at the meeting - (1) the Colin Banyard draft (2) a draft prepared by Adrien Kiernan and Rod Haynes and (3) the current set of by-laws.

Adrien Kiernan advised that Colin Banyard had gone through the by-laws and had redrafted them for Executive discussion. She asked Executive members to go through the three drafts and to bring recommendations back to the next Executive meeting.

(b) Pat House File

Adrien advised that the file is now in chronological order thanks to Rod Haynes and that Suzan Zagar was booked off for one day to work on it. Suzan reported

that a few documents were missing and that she would insert them (when located) in the proper chronological order and Adrien would prepare a covering letter for a legal opinion.

4. President's Report

Adrien wished everyone a Happy New Year. She noted that we might have someone to chair the Communications Committee and that Diana Ellis will be sitting on the committee for awhile.

The Executive briefly discussed the newsletter in light of complaints received about the front page not reflecting the Christmas spirit. It was noted that the newsletter should support the position that the Executive takes with the one exception being the editorial page. It was suggested that there be a standard front page. A meeting was discussed and it was agreed that Diana Ellis, Colin Banyard and Adrien Kiernan would attend. It was suggested also that committee policies should be formulated and perhaps an "Organizing Chart" drawn up.

5. Secretary-Treasurer's Report

(a) Retro Union Dues

Diana advised that CUE will not receive union dues deducted from the retro pay and that this represents a loss in revenue of \$6,400.

(b) Computer Purchase

Diana advised that she had received quotes for an A.T. Compatible computer ranging from \$2,905 - \$4,012 and for a modum at \$670. She informed also that she was looking into purchasing a new computer desk. Following a brief discussion on the current printer and the computer purchase, it was

MOVED Lundrigan/Berry to recommend to the membership that approval be granted to purchase a Computer (compatible to the existing Union office equipment), a Modem and a Computer Desk, the cost not to exceed \$5,000, including tax. CARRIED

(c) 1988 Budget Approval for February 2, 1988 Membership Meeting

Copies of a first draft of the 1988 budget were circulated. Diana briefly summarized the items and answered questions on some of the budget items.