

MINUTES

Present: Joan Treleaven, Suzan Zagar, Sharon Newman, Elizabeth Brock, Irene McIntyre, Ted Byrne, Wendy Lymer, Carole Cameron, Murray Adams

1. Adoption of agenda:

+ By-law changes will be discussed at special Executive Meeting on September 23, 1981.

+ Motion:

Moved by Irene McIntyre

THAT THE AGENDA BE ADOPTED AS CIRCULATED.

Seconded by Carole Cameron

The motion was CARRIED.

2. Adoption of the minutes of the August 12, 1981 Executive meeting:

+ Changes: page 3, Other Business, first item removed; page 2, second last line, "should" changed to "will attempt to".

+ Motion: THAT THE MINUTES OF THE AUGUST 12, 1981 EXECUTIVE MEETING BE ADOPTED AS PER THE CHANGES ABOVE.

Moved by Carole Cameron

Seconded by Joan Treleaven

The motion was CARRIED.

3. Business arising from the minutes:

+ Page 1, Item 3: is Russ Selinger's motion in order? Murray Adams will research and determine whether it is or not, for the next union meeting.

4. Business arising from the correspondence:

+ Aug. 11/81 Letter from Mayor Harcourt to Joyce Diggins re housing on the Endowment Lands. Joyce is a member of the Benefits Committee; she is also active in the Douglas Housing Co-op.

+ Letter from Stuart Rush re Lissett Nelson arbitration hearing on July 8/81. Confirmation of the date. (Aug. 12/81)

+ Aug. 25/81 Copy of memo to Dr. Dirks from Norma Bourne re job transfer

+ Aug. 28/81 Copy of memo to M. Massey/Dept. of Medicine, from Barb Grant, re job transfer

+ Sept. 1/81 Memo from Sheila Perret re 1980 per capita tax arrears resolution. Resolution of arrears owed as agreed to at the Convention.

+ Sept. 2/81 Letter from Rowena Tate re bi-weekly pay system. To confirm that 26 pay periods is equivalent in total wages earned to the 24 pay period at present.

+ Sept. 1/81 BCGEU news release re Selkirk College (Local 57) picket lines. Selkirk College vocational instructors are on strike.

+ Sept. 2/81 Memo from Lissett Nelson re publication of shop steward list in newsletter. This practice of the past will be continued.

5. Secretary-Treasurer's report:

+Malibu Offset has delivered 500 copies of contract with white cover for \$484.27.

+Per capita tax affair:

Moved by Carole Cameron

Seconded by Joan Treleaven

THAT THE RELEVANT SECTIONS OF SHEILA PERRET'S LETTER OF SEPTEMBER 1, 1981 BE PRINTED IN THE NEWSLETTER WITH RECOMMENDATION FOR ACCEPTANCE FROM THE EXECUTIVE.

The motion was CARRIED.

+ motion for approval to purchase another term deposit will be investigated as CUPE will probably settle. Information will go out with next newsletter.

6. Union Organiser's report:

+ Health and Safety study: letter from Bob Grant indicates need for more information; Carole tried to contact woman at SFU but was not successful; membership approved expenditure.

+ Proposal to raise limit on amount of money Executive can spend without membership approval (i.e. \$500.00); by-law change will be drawn up by Wendy Lymer and will be presented at next Executive meeting; budget considerations must be taken into account.

7. Union Co-ordinator's report:

+ As the Co-ordinator was on vacation, there was no report.

8. Communication Committee report:

+ Submissions to newsletter: deadline, September 2, 1981, at noon.

+ Need more members, more help.

+ Please type submissions in two-column format

9. Grievance Committee report:

+ 12 to 15 active grievances:

1. reductions in the bargaining unit, i.e., L.A. IVs are being replaced with librarians

2. Contract proposal for expedited arbitration is being researched

3. Exclusion of Clerk III in Finance

4. One arbitration is finishing; five are pending

5. Policy statement drawn up by Murray Adams is meant to be authoritative.

Grievances with problems which require a final major decision will go to the membership for approval; provides protection; will be brought back to the next Executive meeting by the Grievance Committee

6. University has not begun to reassign staff members (in terms of the job freeze); the University is using "involuntary transfer" as an excuse for reassignment. Article 22.05 (a) (ii) was read to the Executive; will be published in the newsletter, along with a letter to Eric De Bruijn, quoting the article, with emphasis placed on "from a discontinued position to another position in the same classification."

10. Provincial report:

+ Hearing on Local 5 issue; debate on constitutionality; motion to take to special convention voted down; Local 5 left; Local One reps presented our case; reprimand to take place at special convention on Sunday, October 4, 1981. Suspension or expulsion decision must be made there.

11. Job Evaluation Committee report:

+ Series of division meetings to be held from September 8 to 30 where concerns of members will be discussed.

+ Decision band method; information not yet available on SFU job evaluation programme. UBC is observing it.

+ Division meeting for Division H on Wednesday, September 30, 1981, from 12:30-1:30 pm. in the Main Library Conference room.

+ Local 2 and 4 contracts allow for a joint union/management group to decide on reclassifications; if the member is dissatisfied with the decision, she/he can go through the grievance procedure.

12. Executive report:

+ Discussions at Executive level will be reported to the membership; responsibility will be rotated.

12. Executive report (cont'd):

+ CUPE 116 and IUOE 882 settlement: 15% and 13% over two years

+ Murray Adams will report at September 17 union meeting. There will be a Contract Committee meeting that day, too; Irene McIntyre will give the report if Murray is unable to.

13. Next Executive meeting: September 23 (Wednesday) to discuss By-law changes

14. Next Membership Meeting: September 16 (VGH)
September 17 (UBC)

15. Other Business:

+ Meeting with Bob Grant, Pat Brown & Harvey Burian; Murray Adams offered proposal to open wages across the bargaining unit; Bob Grant responded: "It's not in the cards"; the University was prepared to offer increases only to certain groups

+ Strategy Committee meeting with Contract Committee tomorrow; letter to be drafted to "tease" a proposal out of the University; Murray Adams suggested that the University's proposal might look more acceptable if we propose a formal system whereby existing staff are retrained for various technical jobs; retraining is the employer's responsibility.

+ University's proposal applied to specific groups: payroll clerks, medical secretaries, buyers, computer operators, word processing operators; etc.; would affect about 340 people ... a very divisive tactic.

The meeting was adjourned at 4:35 pm.