

GENERAL MEMBERSHIP MEETING MINUTES

THURSDAY, APRIL 16, 1987

I.R.C. # 2 12:30 - 2:30

Chair : Adrien Kiernan called the meeting to order at 12:40

1. Roll Call of Officers: Alannah Anderson (recording).
Vice-President; Diana Ellis,
Treasurer; Edmund Kam, Trustee;
Suzan Zagar, Trustee; and Joe
Denofreo, National
Representative, CUPE.
2. Adoption of the Agenda as amended by adding item # 3a
"Notice of Motion". We are bringing this job description
to you for approval as the Union Office Secretary's job
description has been changed:

" NOTICE OF MOTION ":

"The job description of the Office Secretary
for the Union Office be approved as amended."

Moved by Florence Halama and seconded
Lee Horvath ...Carried.

3. Adoption of the Minutes - Suzan Zagar moved, Louise Lamb
seconded...Carried

- 3a. Adrien Kiernan passed the Chair to Alannah Anderson in
order to speak to the motion with regard to the
Secretary's position. The job description was changed
from the previous one in order to reflect more
accurately the work that is required in the office.
The position is also to be removed from the Bargaining
Unit in order to eliminate conflict of interest.

Motion:

" It is moved that the job description of
the Secretary for the Union Office be
approved as appended."

Moved by the Executive and seconded by
Ruth Shaffron.

Rosemary Paget moved that we change one part of
of the job description to read 'Shorthand a preferred

qualification'. The motion was carried.

4. Nominations for Recording Secretary - there were none offered
- Nominations for the Communications Committee - there were none offered

Ann Hutchison volunteered to describe the Communications Committee, she mentioned the three that were still involved: Rona Boverman, Seonid Christopherson, Avron Hoffman.

The deadline for submissions for the next Newsletter is May 15th and the next meeting is going May 21st.

5. Contract Committee Report - Diana Ellis will speak to the Contract Proposals (appended) and she has been Acting Chair while Adrien Kernan has been on holiday.

The first item to be discussed was from page 3 of the Contract Proposals to deal with Article 24 'Working Conditions' 24.09 Video Display Terminals (d) to be added.

Move by the Contract Committee,
seconded by Rosemary Paget...Carried

Page 4 from the Contract Proposals Article 24.09 (f)

Deleting: 'and conditions of work ', Employees working in the VDT area will be entitled to reassignment and retraining to a position of equal value with the same pay when there is a possibility that continuing in their present work may result in possible health damage.

Moved by the Contract Committee and seconded
Nan Love...Carried.

Contract Proposal Article 24.09 (g) Monitoring
Radiation

The employer will establish a monitoring system for radiation emanating from the use of VDTs based on mutually established standards and guidelines.

Moved by the Contract Committee and
seconded by Patsi McMurchy...Carried.

Page 8 of the Contract Proposal Article 3405 (a) 4

Amended : If the employee does exercise the option

of taking a lower classification position they will no longer have Recall Rights. However, if the employee does not wish to exercise their option, their seniority and Recall Rights at their classification will not be affected.

Moved by the Contract Committee and seconded by Ruth Shaffron...Carried.

Page 9 ` Special Leave `

There was a question of who would determine the seriousness of illness but Joe Denofreo explained that it would be the employee who would determine the gravity of illness and opt to use this benefit. And a further explanation of the intention was that it would be three days at a time rather than three days a year. There was also a suggestion that we could take this time off the Sick Leave and Joe Denofreo felt that he would rather discuss that interpretation at the Bargaining Table. This motion was carried.

'Letter of Agreement' appended at the end of the Proposals:

Nan Love asked that the dates be changed to update it for appendage to the current Contract.

Moved by the Contract Committee and seconded by Rick Welsh...Carried

Page 10 'Reclassification Adjustment '

Suzan Zagar moved that this Proposal be withdrawn and Rick Welsh seconded:

Joe Denofreo explained that as long as the Peck Commission was in power we should not take a look at the restructuring of pay scales. Because several job description and pay classifications are out of wack in relation to similar jobs on other campuses and work places in the city, we need a total overhaul. This time, it would be best to get as much money as we can for everyone until we can find out what the effect of Bill 19 is going to be. One member inquired as to why we should not do this with the L.A. 5s and Sec. 5s as in the last bargaining we

did this with the Clin. Sec. 2s and moved them up a position. Joe explained that it was the employer who had brought forth the idea of moving the Clin. Sec. 2s. For that reason it was easy for us to go along with it without disturbing the other positions.

Sheila Benny inquired as to why Library Assistants get the same pay as Secretaries as she feels that Secretaries have more responsibility. Joe replied that there are a lot of jobs that do not fit within the pay range they are in. What we need to do is to have a wage survey and look at this problem as a whole. Suzan Zagar also added that we have to have a lot of facts and research in order to argue these changes.

The Motion to withdraw this Contract Proposal was carried.

Suzan Zagar moved that we should strike a sub-committee to research and review pay scales, seconded by Ruth Saffron...Carried.

Nominations for sub-committee - Ann Hutchison declined
- Michelle McEnroe

A member question why we were going for a two year contract and it was replied that this was what the membership had wanted pursuant to a survey.

6. Other Business - Suzan Zagar passed a motion that the ballot for joining CUPE be destroyed , seconded by Jeannette Vogal...Carried.

Suzan Zagar moved that the we request the University to give back our two hour meeting allotment as this meeting has concluded by 1:30, Seconded by F. Halama ...Carried.

The final ten minutes of the meeting were handed to Joe to speak about the effects of Bill 19 & 20.

Joe stated that this was a new type of labour relations. It was going to be like having a ' Super Board ' with Czar-like powers to be able to intercede between the Union and the Employer. These types of power are normally left to elected members of the Legislature but this Board consists of appointed members.

Another concern was allowing strikes to continue for 28 days. He felt that this would create more strikes because employers would think that a strike could only continue for 28 days and that they could save money. And also some unions could think that 'well it will only last for 28 days and we can afford it.' And in this way more strikes would occur. Another damaging effect of these Bills would be that memberships would be required to vote on every offer during negotiations. 'Final Offers' are not always final offers but oftentimes a strategic ploy.

These Bills could also mean that we could lose our Successor Status. This does not affect University employees but it does affect Trade Unions, in that a company which has unionized employees same company could set up a separate company and hire non-union employees. Then they could each bid for any job. The result of this could be that the non-union companies with the same owners would get all of the work and the profits would go to the owners that way. But the union employees would become unemployed.

CUPE will be asking all members to vote on whether we support this legislation. We have to tell the Premier that it will not help the economy or labour relations in the Province. The Premier has said that the majority of people are behind him so those who are in favour of Bills 19 & 20 must inform him accordingly. A package of information coming out which will help people make up their minds. Jeff Rose will be arriving to talk on this issue next week. There is a program of action being developed by the B.C. Federation of Labour in cooperation with all affiliates.

Suzan Zagar moved that the Contract Committee be directed to review special consideration for the Executive and Committee members to have extra time off to compensate for their volunteer work.

Adrien raised the concern of how this would work, would it be pro-rated, what would happen if an Executive member did not serve for a full year? How would we determine what amount of time would be going to which committee member etc. etc..

Joe added that he felt that there were real problems and asked that the Contract Committee review it before it goes to the membership.

A. Anderson explained that Executive and Committee members occasionally put in really long hours and since the University is paid to do their share of work on their side we have the conflict of maintaining

our jobs and doing this in our spare time.
This motion was defeated.

Finally, Diana Ellis is circulating a petition that Bills 19 & 20 be withdrawn by the Government. She asked that we get signatures and then return them to the Union Office as ammunition for our campaign against Bills 19 & 20.

The meeting was ajourned at 1:30.