

File: Business Agent
(Executive)

BUSINESS AGENT'S REPORT FOR JANUARY AND FEBRUARY 1988

1. LABOUR RELATIONS

(a) Grievances

Our major task during this period was to reactivate the Grievance Committee which had become inactive due to illness and resignations. We had the first meeting of the Interim Grievance Committee on February 3rd and the second on February 17th. The Interim Grievance Committee now meets the 1st and 3rd Wednesday of the month from 2:30 - 5:30 p.m. and we now have representatives from 6 divisions. We need to recruit more Divisional Stewards, but are still experiencing some difficulty doing so. Reasons which are given by our members are; too much work; fear that it will not be viewed well by their supervisors; scheduling problems; the job is too demanding and lack of experience. With time and education, we will be able to overcome these problems.

Due to the Grievance Committee not meeting until February, and given that the first full business meeting wasn't until 17 February, we have not progressed as quickly as some might have liked.

Sickness on the part of grievors, stewards, and staff have also had an impact. Despite this, however, we

have approved the settlement of two cases which were poised for arbitration, that of Diana Kulyk and Trevor Tunnacliffe, leaving 5 more to resolve. The Doreen Bartens case, which relates to interpretation of Article 30.06 (c), Medical and Dental Appointments, will likely be resolved in the Labour Relations Committee. Another case, that of Position Downgrading, the Grievance Committee has decided to drop. This leaves 3 cases still to deal with. We have already chosen dates and times for one case. Two more are proceeding through the usual steps and we are now negotiating over arbitrators.

At the February 17th meeting, we had 14 Step III grievances on the list. We were able to close - four immediately, and another four need minor follow-up to close them, leaving six active. Of these, the Committee decided to move one to Arbitration due to deadlines. It is likely that two more can be resolved in the near future, leaving three to be dealt with. These are (a) unilateral changes to job descriptions in the Library; (b) overwork in Payroll and (c) bargaining unit work in the Library system. It is likely that these will be ongoing for some time. On February 17, we had 21 investigations listed. At the Committee Meeting, we immediately closed six of them and moved two to Step III. Since then, another one has been settled. We have, therefore, twelve

remaining as ongoing from that list. We have also added one more case, for a total of thirteen at this moment.

Given the ups and downs of the last two months, the situation is now well in hand. The Grievance Committee functioned well, and Stewards among the membership are handling investigations and Step I level grievances. We still need to strengthen the Contract and Steward network and the Grievance Committee. This will continue to be a major focus of ongoing work.

(b) The Medical Genetics Unit

The threatened closure is, for the moment, still only that. Expectations about the future are, however, still uncertain. A new problem which is emerging is that of working conditions and work overload. At the Division Meeting, this was discussed and I explained that this was grievable under the Collective Agreement. Our members are presently discussing whether or not they want to go ahead.

(c) Contracting Out

This has been discussed at the Labour Relations Committee Meetings (6 January, 1988 and 3 February, 1988) and a special meeting on 20 February, 1988. We still experience difficulty getting information on contracting out in Media Services, although the 20 January, 1988 meeting was designed to deal with that

issue. On the wider issue of contracting out, the University is only being moderately cooperative in providing information about contracting out or promoting the agreement to study the issue. I still believe that this is a major issue for the future of UBC and our members. Privatization is something we should be very conscious of in this regard. I would propose that we strike a Sub-committee of the Grievance Committee to investigate these two matters further.

(d) Contract Enquiries

We had the usual enquiries about the interpretation of the Collective Agreement. The average appears to be up from December and is in the range of approximately 6 to 7 per day. Major areas of concern have been retro pay and maternity leave.

2. ORGANIZING

During the period covered by the report, and starting in the latter part of January, we have held 10 Division Meetings. There are four more to be held. The turn-out has been disappointing in numerical terms but the contact with those members who came has been invaluable. Unfortunately, we were not able to hold formal elections or to encourage people to take on the job of Division Steward or Representative. The meetings are useful as they provide a forum for discussion which is not available in the larger membership meetings. I suggest we continue with these meetings at 3 monthly intervals, especially as those who

attended wanted to have them. I would suggest an annual schedule of February, May, August and November. We should consider a budget for these meetings to cover educational a/v materials and the equipment to show them. Members have requested that we do this type of event.

I would also propose that 2 of the two-hour meetings be set aside for special purposes - one to have a meeting of all the members in the Library System, the second to be for CUE members who are Supervisors so as to begin a dialogue about their relationship with the CUE members they supervise.

I was very disappointed that we were not able to hold our Steward Education Seminar on February 19 and 20, but our members withdrew until the point that there were too few to make it worthwhile. The main reason for withdrawing was career changes and unexpected increases in workload. We will reschedule the Seminar in the future.

The problem of communication with our members at the hospitals is still ongoing, but we have discussed the problem of job postings being delayed in the Labour Relations Committee and hope that Personnel Services will deal with this.

3. OFFICE ORGANIZATION

Along with Sally Bondy and Leah Andrusiek, I have assisted in the moving of the union records and the storage facilities. The results of Sally's efforts are now quite obvious. She has really done a good job and soon we will be

able to begin cataloguing our records. Leah Andrusiek has integrated into the office very well.

4. MEETINGS, SEMINARS AND WORKSHOPS

I attended all meetings of the Union; Executive, Grievance and Labour Relations.

On February 9, I attended a Time Management Workshop at Richmond. The workshop was very useful for defining areas of opportunity for working more effectively.

6. GENERAL

- (a) Helped President prepare letter disclaiming cover of "On Cue" and organized mailout of newsletter for February.
- (b) Attended meeting with President of Union members at SFU who are considering joining CUPE.
- (c) Wrote correspondence as required.
- (d) Assisted in production and mailout of Newsletter for March 1988.
- (e) Maintained Liason with CUPE National Representative on grievances and arbitrations.

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