

The CUE General Membership Meeting was held in I.R.C. #4 on Tuesday, October 6, 1987 at 12:30 p.m.

## I. CALL TO ORDER

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

A. Kiernan advised that although she was not really supposed to be at this meeting since she is on sick leave, to please bear with her and she would try to cover everything and fill everyone in on what was supposed to happen at today's meeting.

Ms. Kiernan advised that at the end of the formal meeting, there would be two films available for interested members. She advised that the first film "The Wrath of Grapes" was about the United Farm Workers of America campaign against the use of pesticides on grapes and the other was a 10 minute film on the United Way.

## II. ROLL CALL

Adrien Kiernan (President)  
Estelle Lebitschnig (Chair - Health & Safety Committee)  
Pamela Lundrigan (Chair - Communications Committee)  
Eileen Robertson (Recording Secretary)  
S. Bondy (Recorder)

A. Kiernan advised that there had been resignations from Alannah Anderson (1st. Vice-President), Suzan Zagar (Trustee) and Karen Shaw (Co-Chair of the Health and Safety Committee). Ms. Kiernan thanked everyone for their efforts and contributions on behalf of the Union, adding that this was especially the case with Suzan Zagar who had been around for a long time and had made a really worthwhile contribution.

## III. ADOPTION OF THE AGENDA

A. Kiernan pointed out that under item #3 of the Agenda, Ann Hilton would not be addressing us since she has gained access to the B.C. Division of CUPE which gives her a wider sampling for her survey. She pointed out that Ms. Hilton did say that if she wishes to survey our members at a later date, that she would come forward and explain the survey to us in detail.

Ms. Kiernan indicated that there is a problem with item #6 of the Agenda - Nominations for Officers - since we now have a new set of bylaws. She advised that an updated package should be going out to the membership shortly. She pointed out, however, that in reading this set of bylaws, that nominations of next year's union Table Officers should



commence at the regular monthly meeting in October and close at the regular monthly meeting in November. Ms. Kiernan pointed out the distinction between (a) nominations for all current vacant Executive positions and (b) nominations for next year's Executive Table Officers.

S. Zagar reminded the Chair that the nominations which were being opened today for next year's positions were for two-year terms.

Estelle Lebitschneig amended the Agenda under item 7 to move the Health and Safety Committee report before the Treasurer's Report.

MOVED Erickson/Gibbons adoption of the Agenda as amended.  
CARRIED

#### IV. ADOPTION OF THE MINUTES

The minutes of the minutes of August 4, 1987 had been circulated.

MOVED Erickson/Sveistrup approval of the minutes of August 4, 1987 as circulated.  
CARRIED

#### V. BUSINESS ARISING FROM THE MINUTES

A. Kiernan advised that there was no business arising from the minutes.

#### VI. NOMINATIONS FOR OFFICERS

(A) A. Kiernan opened nominations for current vacant positions on the Executive.

##### (i) Trustee

Ms. Kiernan asked if there were any nominations for the Trustee position. There was no response from the floor.

##### (ii) Sargeant at Arms

The Chair asked if there were nominations for Sargeant at Arms (two positions). There was no response from the floor.

##### (iii) 1st. Vice-President

Ms. Kiernan advised that a letter nominating Flo Gibbons for 1st. Vice-President and Chair of the Grievance Committee had been received. A. Kiernan asked if there were any other nominations. Flo Gibbons



agreed to stand until the end of the term and was seated by acclamation.

(iv) Vice-President

Nominations were opened for 2nd. Vice-President and Chair of the Contract Committee. Ms. Kiernan advised that Pamela has been functioning on the Contract Committee for the past few months and had already been nominated for the position. Ms. Kiernan asked if there were any other nominations. Pamela had already agreed by letter to stand for the position and was seated by acclamation. Ms. Kiernan indicated that Pamela would resign from her previous position as Chair of the Communications Committee.

(v) Chair - Communications Committee

The President advised that Elizabeth had agreed to sit as Chair of the Communications Committee, but in doing so was resigning as Chairperson of the Job Evaluation Committee. Ms. Kiernan announced that we are very happy to have Elizabeth Zook as Chair of the Communications Committee and pointed out that this leaves a vacancy of the Chair position on the Job Evaluation Committee.

(B) Ms. Kiernan opened nominations for all Table Officer positions for next year as follows:

President  
1st. Vice-President and Chair of the Grievance Committee  
2nd. Vice-President and Chair of the Contract Committee  
Secretary-Treasurer  
Recording Secretary  
Trustees (3 positions) staggered  
Sargeant at Arms - 2 positions  
Chair of the Communications Committee  
Chair of the Action and Publicity Committee  
Chair of the Job Evaluation Committee  
Chair of the Technological Change Committee  
Chief Steward

A. Kiernan read aloud to the membership, Section F of the bylaws "Election of Officers":

"The nomination of Union Table Officers shall commence at the regular monthly meeting in October and shall close at the regular monthly meeting in November. Nominations from the floor will be called for. Other nominations must be in writing to the Union Office signed by the nominator. At the November meeting all candidates will be asked



if they will stand. Those not present must, if they wish to stand, have given their acceptance in writing prior to the meeting to be considered as candidates. Annual election of Union Table Officers shall be by referendum ballot vote where election is necessary. At least fourteen (14) days notice shall be given to the membership prior to the election. The person receiving the largest number of votes in any election shall stand elected."

Ms. Kiernan advised that at the December 1st. General Membership Meeting, we would be holding elections if there is more than one person nominated for any Table Officer position.

## VII. COMMITTEE REPORTS

### a. Health and Safety Committee Report

Estelle thanked Karen Shaw for her many years as CUE Representative on the University Health and Safety Committee. Estelle noted that Karen has contributed a lot of time and energy and has gained respect for her valuable input. She stated that we are sad to see Karen leave.

Estelle advised that she has been on the University Committee and GSAB Committee for three years and is currently on the Geological Sciences Committee. She asked for volunteers to help out in health and safety and pointed out that all that is required is two hours per month to attend monthly University Health and Safety Committee Meetings. She pointed out that CUPE 116 has three members represented who are always in attendance at the meetings and we are allowed two members, so we need one person from CUE on the committee. Estelle asked volunteers to call the Union office if they wish to help out or sit on the Health and Safety Committee. Karen Shaw pointed out that none of the work on the committee is to be done on the employee's own time.

Estelle advised that she has been elected and has accepted the position as Chair of the University Health and Safety Committee. A. Kiernan noted that this is the first time that a union member has been asked to chair the safety meetings and stated that this says something about our union's visibility in the University community.



b. Treasurer's Report

A. Kiernan stated that members have received copies of the financial statements in the newsletter package along with the Executive Minutes and asked if there were any questions with respect to the finances. She advised that Diana Ellis would be glad to answer them at the December 1st General Membership Meeting. The Chair was passed to the 2nd Vice-President, Pamela Lundrigan, and Adrien Kiernan read the two motions from the Treasurer, Diana Ellis, as follows:

(a) MOVED that Rod Haynes be approved to attend the CUPE National Convention as a non-voting member.

A. Kiernan indicated that the cost of sending the delegates to the convention had been included in the financial statements and asked the membership if there were any questions. She stated that it was really important that as many people attend the convention as possible since there were resolutions that were going to be on the floor of the convention that impact on us. Ms. Kiernan pointed out that we would particularly want to have a say in where the conventions were being held since most of them have been held in the East and involve higher travel costs. She indicated that there was also a resolution to double the defence fund from \$75.00 to \$150.00 per week, as well as one relating to child care issues. She advised members that they could view the resolutions at the union office if they wish.

Ms. Kiernan stated that the Executive felt that Rod Haynes, the Business Agent, should be attending the convention since it would give him a chance to meet with officers from other locals to discuss common problems.

Pamela Lundrigan raised her concern about who would man the union office while Rod Haynes is in Quebec. Adrien Kiernan advised that she, Pamela, Susan Berry, Elizabeth Zook, Diana Ellis and Rod Haynes would leave the office short of staff, but that Sarah Eeckhout (a very active Steward), has agreed to oversee any grievances and the Secretary, Sally Bondy, could contact her in emergencies during the time that the Table Officers and Business Agent are absent. Joe Denofreo advised that there would be at least one national representative from CUPE available for consultation.

Pamela added that as Rod Haynes is still a probationary employee, this would be a good opportunity to see how he runs the office in the absence of the Table Officers.



There followed a lengthy discussion and by a show-of-hands vote the above motion was voted on and

CARRIED

Rod Haynes thanked the membership for their vote of confidence.

Adrien Kiernan apologized for not introducing the new Business Agent earlier in the meeting and formally introduced Rod Haynes, Joe Denofreo, CUPE's National Rep, and Sally Bondy, the Secretary in the Union office.

(b) MOVED that approval be granted by the membership to purchase a Quietwriter printer at a cost of \$1,950.

A. Kiernan explained the Treasurer's rationale for the purchase of a new printer and described the problems with the old one which had turned out to be a "lemon". The President advised that Diana Ellis had asked her to present the options to the membership as follows:

- (i) try to trade the old printer in on the purchase of the new IBM Quietwriter III;
- (ii) trade in the old printer for a new computer system which we will ultimately need;
- (iii) sell it (the old printer) outright;
- (iv) keep it and use it with any new computer purchase.

A. Kiernan pointed out that one computer in the union office is inadequate when Chairpersons to CUE Committees want to do minutes, etc. She suggested that at some time in the near future, we are going to have to look at getting a whole new back-up system in the office.

There was a lengthy discussion on what should be done with the old printer and various suggestions were given.

The above motions was voted on and

CARRIED

(c) Contract Committee Report

Pamela Lundrigan noted that the membership had been sent an update on negotiations and indicated that a sub-committee of University and Union Contract Committee members had been struck to study Article 34 - Layoff, Recall and Involuntary Transfer. Ms. Lundrigan explained that CUE has met with the University and has written up various proposals to alter Article 34. She



advised that the University was giving us various options which will require membership approval prior to negotiation. Pamela highlighted some of the issues for the membership.

A lengthy discussion on Pamela's report followed.

(d) Grievance Committee Report

Rod Haynes (in the absence of Susan Berry) presented both the Grievance Committee and Chief Steward's reports. Mr. Haynes advised that we currently have six arbitrations, seven grievances, one possible arbitration, three cases of long-term disability and eight reclassifications. Mr. Haynes noted that we are in a rather weak situation insofar as our Steward system is concerned. He advised that when he had checked the list of stewards he was given when he started his employment with the Union, that many were tired of being stewards. He pointed out that a training program is being initiated with the objective to having 100 trained stewards on-campus. Mr. Haynes advised that there would be a Steward's training course October 16 and 17, 1987 being run by CUPE instructors and that sixteen of our members have registered for the course. He also advised that another Stewards' Training Course would be held in February, 1988. He pointed out that during the last month at least six people have indicated their willingness to become contacts for the various departments.

Mr. Haynes advised that a course in Stress Management would be held in December and that there would be a Stewards and Contacts Meeting (12:30 - 1:30) October 14th. He added that we are discussing the possibility of holding division meetings, pointing out that according to our bylaws, an elected Steward becomes a member of the Grievance Committee. Mr. Haynes further stated that the Steward elections are very important and asked members to call the Union Office if they are interested in becoming Stewards or Contacts.

(e) Communications Committee Report - This report was tabled. A. Kiernan asked volunteers who were willing to help with the newsletter to call the Union Office.

**VIII. OTHER BUSINESS**

A. Kiernan indicated that she had an issue which involved the CUPE National Convention travel arrangements which she would like to bring to the membership's attention. Ms. Kiernan stated that she was doing so because she felt that this Executive has



tried to be open and has always welcomed members' opinions.

The President briefly outlined the history of the issue, advising that one of the Trustees had resigned because she has felt that the actions of the Executive were somewhat illegal. Ms. Kiernan pointed out that airline tickets had to be purchased well in advance in order to get the cheapest rates possible, but that as it turned out, Alannah Anderson resigned subsequent to the purchase of the tickets and one had already been issued in her name. Ms. Kiernan stated that it was also the case that the cancellation insurance was investigated and the Executive were informed that cancellation insurance refunds were only refundable upon proof of illness and a doctor's certificate.

A. Kiernan noted that the Trustee, Suzan Zagar, was then offered the option to take a non-transferable ticket in A. Anderson's name. Suzan expressed concern over using an airline ticket in another person's name. Ms. Kiernan indicated that we did check into it and found out that although it is against the airline's policy, it is not breaking the law of the land and is done frequently by other unions. A. Kiernan advised that Suzan was very upset and called her at home. She advised Suzan to take her concerns to the Executive and that if she was unhappy with the results or the actions taken by the Executive, to take it to a Membership Meeting. A. Kiernan asked Suzan Zagar if she wished to speak on the issue.

Suzan Zagar expressed her case and voiced her concerns about the legal aspects should a plane crash occur. She asked if formal charges were being laid against her and was informed that this was not the case.

A. Kiernan further advised that Suzan Zagar had indicated at the previous Executive Meeting that a Trustee should have the right to veto an illegal action taken by the Executive, but that she suggested to Suzan that according to our bylaws and constitution, every member of this union has one voice and one vote.

Ms. Kiernan stated that she did not want the membership to feel that the Executive would act in an irresponsible or illegal fashion and asked the Members how the Executive should have proceeded in a case like the one described above. She further indicated that the rest was semantics. She asked also what the membership felt the role of the Trustee, or any other member, should be in the event that we have a disagreement. Ms. Kiernan stated that this is what she was asking people to speak to today.



There was a lengthy discussion on the above issue and it was

MOVED Hutchison/Gibbons to support the actions of the Executive in this case. DEFEATED

11 - FOR

12 - AGAINST

There was however, membership consensus that in a democratic union, a member does not act in isolation after a decision has been reached and voted upon. Should there be disagreement, recourse is through a Membership Meeting where the issue can be brought before the membership and direction given to the Executive by the membership. Ms. Kiernan suggested that since time was running short, that members should write to the Executive about specific guidelines for our bylaws.

MOVED Gibbons to adjourn the meeting.