



Canadian
University
Employees

2170 Western Parkway, U.B.C., Vancouver, B.C. V6T 1V6

CUPE LOCAL 2950

224-2308

ON CUE

MARCH 1990

ON CUE SALUTES



INTERNATIONAL WOMEN'S
DAY

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DEAN'S OFFICE, MEDICINE
Susan Heming
Bio-Chemistry: Department of
Copp Building
2146 Health Sciences Mall

C.U.E. REPRESENTATIVE LIST

EXECUTIVE COMMITTEE

| | | |
|------------|-------------------------|--------------------|
| 224-2308 | President | Greg Fisher |
| 224-8333 | 1st Vice-Pres. | Shirley Irvine |
| 228-5478 | 2nd Vice-Pres. | Ann Hutchison |
| 875-4142 | Rec. Secretary | Sandy Lundy |
| 228-6250 | Health & Safety | Stephen Montgomery |
| 228-7212 | Chief Steward | Loretta Clarke |
| | Secretary-Treas. | |
| | Job Eval. | |
| | Education | |
| | Communication Committee | |
| 228-2882/3 | Sarg-at-Arms | Lynn Jenkinson |
| 228-2242 | Sarg-at-Arms | Ann Chatwin |
| 228-3596 | Trustee | Denise Field |

COMMUNICATIONS COMMITTEE

| | | |
|----------|------------------|-------------------|
| 228-4995 | Richard Melanson | Main Library |
| 228-5951 | Janet Taggart | Catalogue Records |
| 228-5585 | Stacy Belden | Woodward Library |

GRIEVANCE COMMITTEE

| | | |
|----------|----------------------|-------------------|
| 224-8333 | Shirley Irvine | Commerce |
| 224-2308 | Greg Fisher | UBC Press |
| 228-7212 | Loretta Clarke | Orthopaedics |
| 228-5381 | Kitty Byrne | Curr. Library |
| 222-5273 | Rochelle delaGiroday | Cont. Education |
| 224-8498 | Vic Wilson | Commerce |
| 228-6546 | Gail Runnels | Sedgewick Library |

HEALTH & SAFETY COMMITTEE

| | | |
|------------|---------------------|------------------------|
| 228-6250 | Steve Montgomery | Financial Services |
| 228-2713 | Estelle Lebitschnig | Geological Sciences |
| 228-3336 | Pat Fornelli | Dean's Office, Science |
| 228-2882/3 | Stephanie Swan | Woodward Library |

CONTRACT COMMITTEE

| | | |
|----------|------------------|--------------------|
| 228-5478 | Ann Hutchison | Catalogue Rec. LPC |
| 228-3292 | Lee Bryant | Philosophy |
| 228-2882 | Alannah Anderson | Woodward Library |
| 228-6546 | Gail Runnels | Sedgewick Library |

JOB EVALUATION COMMITTEE

| | | |
|------------|-------------------|------------------|
| 228-2948 | Susan Claybo | Finance |
| 228-2435 | Rosemarie Page | Faculty of Law |
| 228-2882/3 | Darlene Bailey | Woodward Library |
| 228-2882 | Allannah Anderson | Woodward Library |
| 228-5122 | Debbi Onbirbak | English Dept. |

CUE REPRESENTATIVES

| | | |
|----------|---------------|--------------------|
| 224-2308 | Paul Tetrault | Business Agent |
| 224-2308 | Leslie Hodson | Admin. Secretary |
| 525-9231 | Joe Denofreo | CUPE National Rep. |

INTERNATIONAL WOMEN'S WEEK SCREENINGS

Salute to Studio D – 16 Years of Feminist Filmmaking

March 4, 5, 6 and 7 • Cinematheque • 1131 Howe Street

Free Admission • Information: 666-3838

"Traditional cinema has focussed only one eye on the human condition; the human race was born with two. Women see differently; both as filmmakers and as audiences. These have been the premises of Studio D since its creation."

Kathleen Shannon

Founder of Studio D, the internationally acclaimed women's unit of the NFB

GODDESS REMEMBERED

Studio D, Director: Donna Read
54 minutes, 1989

This film examines the earliest forms of goddess worship in Old Europe and the forgotten roots of women's spirituality. The film raises questions about historical misreadings and links today's environmental crisis to the loss of the goddess culture.

NICE COLOURED GIRLS

Director: Tracey Moffatt, Australia
17 minutes, 1987

Distributed by Women in Focus
This stylistically daring film explores the relations between Aboriginal women and white men over the past two hundred years. Juxtaposed with historical accounts of the "first encounter," are scenes of modern urban Aboriginal women out on the town, intent on reversing their fortunes.

PRAIRIE WOMEN

Northwest Centre, Director: Barbara Evans
45 minutes, 1987

The untold history of women in the West and their work during years of social ferment – the 1920's and 30's when farm women tackled controversial issues of birth control, health care and property rights.



NFB films are available for rental on 16mm and VHS.
NFB Library, 100 – 1045 Howe St., 666-0716

ILLUMINATED LIVES

Studio D, Director: Ellen Besen
6 minutes, 1989

This witty animated short challenges enduring myths about medieval women.

ADAM'S WORLD

Studio D, Director: Donna Read
17 minutes, 1989

Theologian Elizabeth Dodson Grey speaks from a feminist perspective on ecology and women's place in history.

IN HER CHOSEN FIELD

Studio D, Director: Barbara Evans
28 minutes, 1989

Farm women discuss their fierce attachment to the land and their contributions to the agricultural economy despite such hardships as crippling debts, inadequate childcare and off-farm employment.

HALF THE KINGDOM

Kol-Ishah/Studio D

Directors: Francine Zuckerman & Roushell Goldstein
60 minutes, 1989

A documentary profiling several prominent Jewish women who are challenging assumptions about women's place in traditional Judaism.

SOME AMERICAN FEMINISTS

Studio D, Directors: Luce Guilbeault, Nicole Brossard, Margaret Wescott
56 minutes, 1977

A fascinating "textbook on film" of the history and developments that produced the second wave of feminism in this century, through the eyes of such women as Betty Frieden and Kate Millett.

| | SUNDAY, MARCH 4 | MONDAY, MARCH 5 | TUESDAY, MARCH 6 | WEDNESDAY, MARCH 7 |
|---------|--|---|--|---|
| 7:30 PM | ADAM'S WORLD GODDESS REMEMBERED | HALF THE KINGDOM | NICE COLOURED GIRLS SOME AMERICAN FEMINISTS | ILLUMINATED LIVES IN HER CHOSEN FIELD PRAIRIE WOMEN |
| 9:30 PM | NICE COLOURED GIRLS SOME AMERICAN FEMINISTS | ILLUMINATED LIVES IN HER CHOSEN FIELD PRAIRIE WOMEN | ADAM'S WORLD GODDESS REMEMBERED | HALF THE KINGDOM |



National Film Board of Canada
Office national du film du Canada

GRIEVANCE COMMITTEE/BUSINESS AGENT'S REPORT

Bargaining Unit Work - As we mentioned at the February Union meeting, we are concerned about erosion of our Union through reclassification of members work to the A & P levels and by other exclusions. There are four general ways this is done:

- 1) A Sec. V or Admin. Clerk resigns and the position is not filled. Instead an Admin. Assistant or other lower A & P position is filled to replace the Sec. V or Admin. Clerk. A flagrant example of this occurred over the summer at the Centre for Continuing Education where the department actually posted an Admin. Clerk position (our bargaining unit) and two weeks later withdrew the posting and hired an "Administrative Assistant" outside the bargaining unit to fill that very position.
- 2) A Sec. V or Admin. Clerk is reclassified outside the bargaining unit. In this scenario, the Union member stays on the job but the position itself is moved to A & P.
- 3) New positions are created with titles such as Communications Co-Ordinator, Admissions Adviser, Program Co-Ordinator which do work traditionally performed by our bargaining unit but which are now placed in the A & P Category and thus outside our bargaining unit.
- 4) There are a number of University classifications, such as Admin. Secretary, which are not part of A & P but which the University has excluded from the bargaining unit - this is particularly evident in the President's Office.

This is an important issue for CUPE 2950 members because any erosion of our bargaining unit weakens the Union. It means that members in some cases, cannot get promoted inside the Union but must go outside to A & P thus losing certain rights which they now enjoy as members. With development in technology and organizational procedure, a continuation of this trend could lead to the de-skilling of our jobs. It also could lead and has lead to the vacuation of certain classifications; for example, there do not appear to be any Editorial Assistants in the bargaining unit but there are now Assistant Editors in the A & P Category.

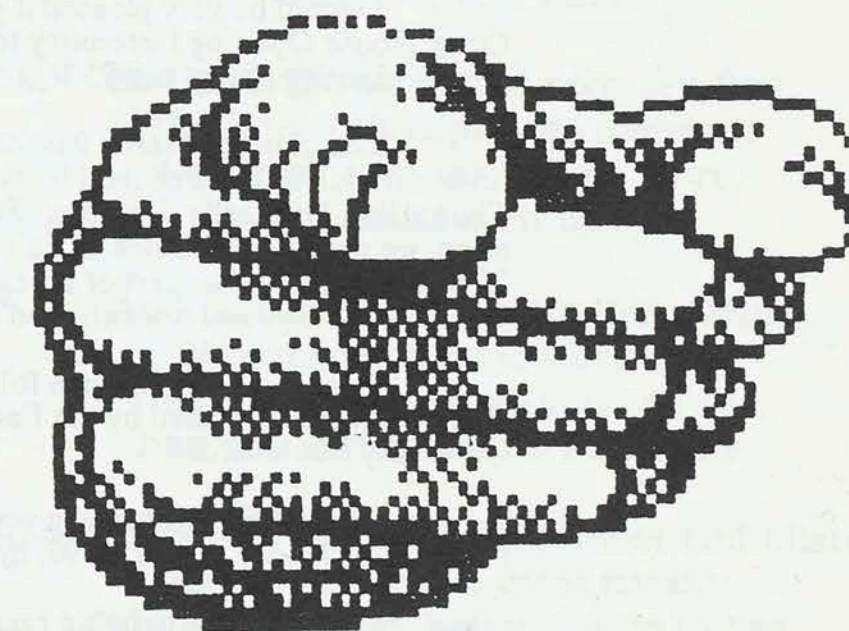
We are now investigating this whole area and invite anyone with information which could help us determine which positions are not in our bargaining unit but which possibly should be to contact me at the office.

SHIRLEY IRVINE
CHAIR, GRIEVANCE COMMITTEE
PAUL TETRAULT
BUSINESS AGENT

Shop Steward Committee & Training - Our next Shop Steward Committee (the regrouping of all the stewards) will occur on March 13, 1990 with further meetings planned for May & September, 1990. I have been meeting with the individual stewards to get their feedback on their role and what training they require to fulfill this role. A number of stewards are enrolled in Spring CUPE and CLC Courses. Our local is convinced of the importance of developing a strong steward structure and is willing to allocate resources to this end. Any members who wants to know more about what is involved in being a steward should contact me at the office.

PAUL TETRAULT
BUSINESS AGENT

We Want You !



PRESIDENT'S REPORT

The 75th Anniversary Celebration - Just before CUE went to press, I received the following invitation from President Strangway.

This invitation was discussed at the Feb. 27th Executive meeting further to our planning meeting discussion on the whole question of the 75th Anniversary celebrations. The Executive decided to accept the invitation because we felt that it was important to represent the clerical & library worker contribution to the University at the 75th Anniversary celebration. The clerical, secretarial and library workers are the backbone of the University. The Executive felt, however, that from our point of view there is really not very much to celebrate. We barely get a mention in the President's 1990 Strategic Plan. While the President does state that the University should provide working conditions that would be provided by a model employer (page 51), this unfortunately is an unfulfilled promise. Sacred restraint and University priorities have kept our wages and benefits below many comparable employers in the public and private sectors. Have you ever heard the University say that more money is needed from the provincial government for support staff salaries?

Furthermore, the Executive noted the extreme paternalistic attitudes and poor management practices of many departmental managers who harass and intimidate CUPE 2950 members contrary to our collective agreement.

They, at least, are not model employers. Further the Executive noted the continued difficulty in resolving members' grievances, 36 of which are now at the interminable arbitration stage. As well the University appears to be chipping away at our bargaining unit by promoting, reclassifying and excluding employees, who would normally perform this work from within our bargaining unit.

We intend to communicate these concerns to the President. If you have an opinion on what should be the Union position on the 75th Anniversary celebrations, please call me at the office.

One important last note: We will be having two guest speakers from CUPE at the next membership meeting. The topics will be the Federal Budget, Provincial implications and CUPE's fight back campaign against the Goods & Services Tax. I'll see you there!

**GREG FISHER
PRESIDENT**

February 22, 1990

Dear Friend:

The first major event to celebrate UBC's 75th Anniversary will be the campus-wide Open House, scheduled for March 9, 10 and 11, 1990.

I would be very pleased if you would join us as an honoured guest at the official Open House Opening Ceremony to be held at 12 noon on Friday, March 9, and take part in planting one of our 75 legacy trees.

The plan for March 9 is for our guests to meet at 11:45 a.m. at the main stage on Main Mall in front of the Henry Angus Building for a brief ceremony hosted by our Chancellor, Dr. Leslie Peterson. Following the ceremony, which will commence at noon, we shall walk a block to Fairview Grove, where we will be planting several of the 75 trees designated as part of a Legacy Committee project for the Anniversary year. We would like you to 'turn the sod' for one of these young trees.

Please join us for lunch following the tree planting. It will be an informal salmon barbecue, hosted by the Faculty of Science Undergraduate Society, outdoors on University Boulevard.

Please RSVP regarding your attendance at the Opening Ceremony on Friday, March 9, by Friday, Mar 2, 1990, by calling 228-3131.

This promises to be an exciting year of celebration for UBC, and I hope you will be able to be with us to take part in the opening event as well as to explore the campus at your leisure.

Yours sincerely,

David M. Strangway
David M. Strangway

HEALTH & SAFETY COMMITTEE REPORT

How many of you have heard of the Industrial Health & Safety Regulations (IH & SR) book? Did you know that the contents in this book are the minimum standards required for all workplaces in the province of B.C?

Every floor of each building on this campus should have at least one copy of the IH & SR. It is my intention to get numerous copies of the IH & SR so that we all have immediate access to our health & safety rights. The Health & Safety course in Richmond went very well. Topics that we discussed and also did exercises pertaining to these subjects include: The Human Costs of Unsafe Work in Canada, Hazards Commonly Found in Offices as well as the Results of Not Removing the Hazards. Ventilation, noise, radiation, stress, lighting, and toxic chemicals were the prime hazards we learned about.

Many items in an office can cause skin irritation, nausea, dizziness, headaches, and eventually -- if not taken care of in the immediate future -- a decline in general health. We also learned about the formation of a Health & Safety Committee, how to organize meetings, get members more involved, and use sources of information that are readily available.

For our purposes, sources that were mentioned frequently included WHMIS, IH & SR, First Aid Pamphlets, CUPE National, other Unions, newspapers, libraries, fellow workers and former workers. We intend to use these sources for improvements in our contract, communications and better working conditions. This should result in much improved office working environments. I will inform you with more details at our next general membership meeting.

I must apologize for the delay in the Video Display Terminal (VDT) questionnaire. A group of us who intended to do the labelling (of names) on the questionnaires had to postpone this task because the printer in our office broke. With two of us away on courses, things delayed even further. The Health & Safety Committee should have these questionnaires to you in the next week to ten days. As a reminder to all of you, the better response that the Health & Safety Committee receives from your input on the VDT questionnaires, the better the follow up we'll be able to do to improve working conditions with VDT's.

Various Health & Safety Courses will be offered in April and May on campus. I will give you the details of these courses when the dates are confirmed.

If a group of you in your office or building are interested in getting instruction as to how to use chairs that have the proper ergonomics, please contact Dave Bell at the Occupational Health & Safety office (228-2643). Many of us from time to time have complained of lower back pain. This would be an ideal opportunity to get a practical demonstration as well as a chance to ask questions concerning chairs, VDT's and other equipment that many of us use regularly every day.

**STEPHEN MONTGOMERY
CHAIR, HEALTH & SAFETY COMMITTEE**

A TALE OF WOE

CONTRACT COMMITTEE REPORT

The Contract Committee will meet at 5 p.m. on Tuesday March 6th in the Union office. We welcome more committee members, so please join us. If you are interested but unable to make that meeting give either me (5478) or the Union office (224-2308) a call for future meeting times. March 6th will be the first of many meetings we will need to prepare for our next set of negotiations. Too soon?

It's not too soon when you consider that we can require the University to begin meeting with us four months prior to that March 31, 1991 expiry date of our current collective agreement. Since it is usually difficult to accomplish much during the month of December, early November seems a reasonable time by which we could be ready to meet with our employer.

Between now and early November there is much to be done. Our Committee may want to send out to you some sort of questionnaire. If so, we'll need adequate time for preparation, response and tabulation. Individual members as well as the committees, particularly the Grievance Committee, have been submitting proposals and will continue to do so, we hope. We will need time and resources (that's you and me with Joe Denofreo's help) to research and put them into contract language. Then we'll need at least a couple of membership meetings for discussion and decision, likely with time in between for any possible revisions. All of this is necessary to get our proposals only to the point where they are ready for presentation to the University.

Many areas of the campus are not represented on this committee and it is in your interests to see that they are. Think about getting involved.

ANN HUTCHISON
CONTRACT COMMITTEE

REMINDER

There is a General Membership Meeting on March 22nd, see back cover of this newsletter for details.

HOSPITAL EMPLOYEES

Who honored the Nurse's picket lines in June, your **T4 slip's** from the Union have were sent to your work address on February 16th. If you have not received your T4, please call the Union Office for a copy. Please note, all of the money you received from the Union during the strike is taxable.

1989 UBC UNITED WAY CAMPAIGN WAS A SUCCESS

Our goals: **25% participation and \$195,000.** At the conclusion of UBC's campaign, 1,347 UBC employees had contributed \$199,782.35 to the United Way. This represents a participation rate of 22%. We only needed 179 more donors to reach our goal of 25%. As in last year's campaign, we exceeded our dollar goal. We came in at 102.4% of our goal. I think we should all be proud that we have helped support lower mainland communities through the United Way. **We have made a first class achievement!** I hope we will be able to do even better next year. But the campaign will need your help. I am not able to sit on the 1990 Advisory Committee. The union will need another United Way representative. I have found the last three years on the Advisory committee to be a very rewarding experience. To be part of such a dynamic and successful "team" has been great and helped me realize just how important our involvement in the United Way really is. If you are interested in being part of the 1990 United Way campaign as a union representative, contact Greg Fisher at the Union Office.

Diana Ellis

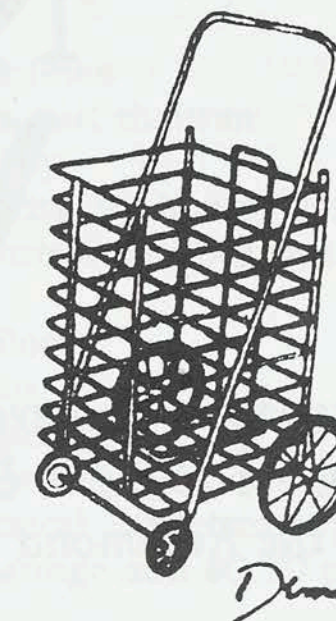
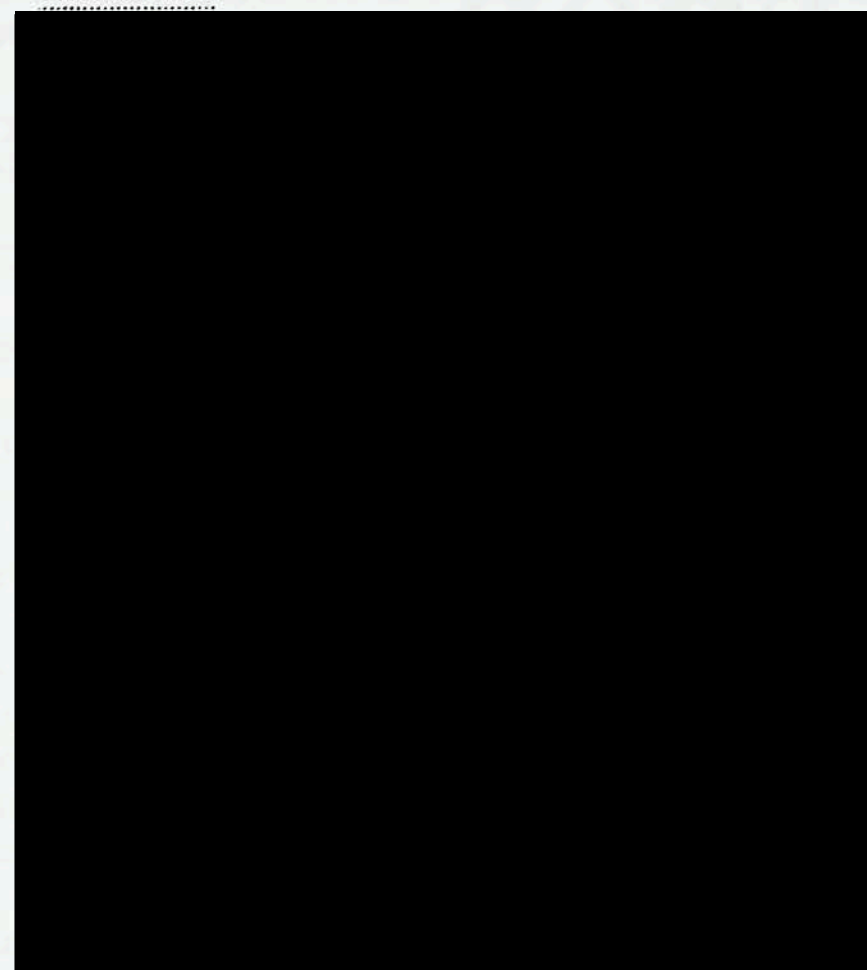
To the Newsletter:

At the last union membership meeting (22 February, 1990) I was very impressed with Paul Tetrault's (our Business Agent) report. I felt he was talking to us like a union member, which to me is the ultimate compliment. Congratulations to the Committee who hired him, and congratulations to him for doing such a good job.

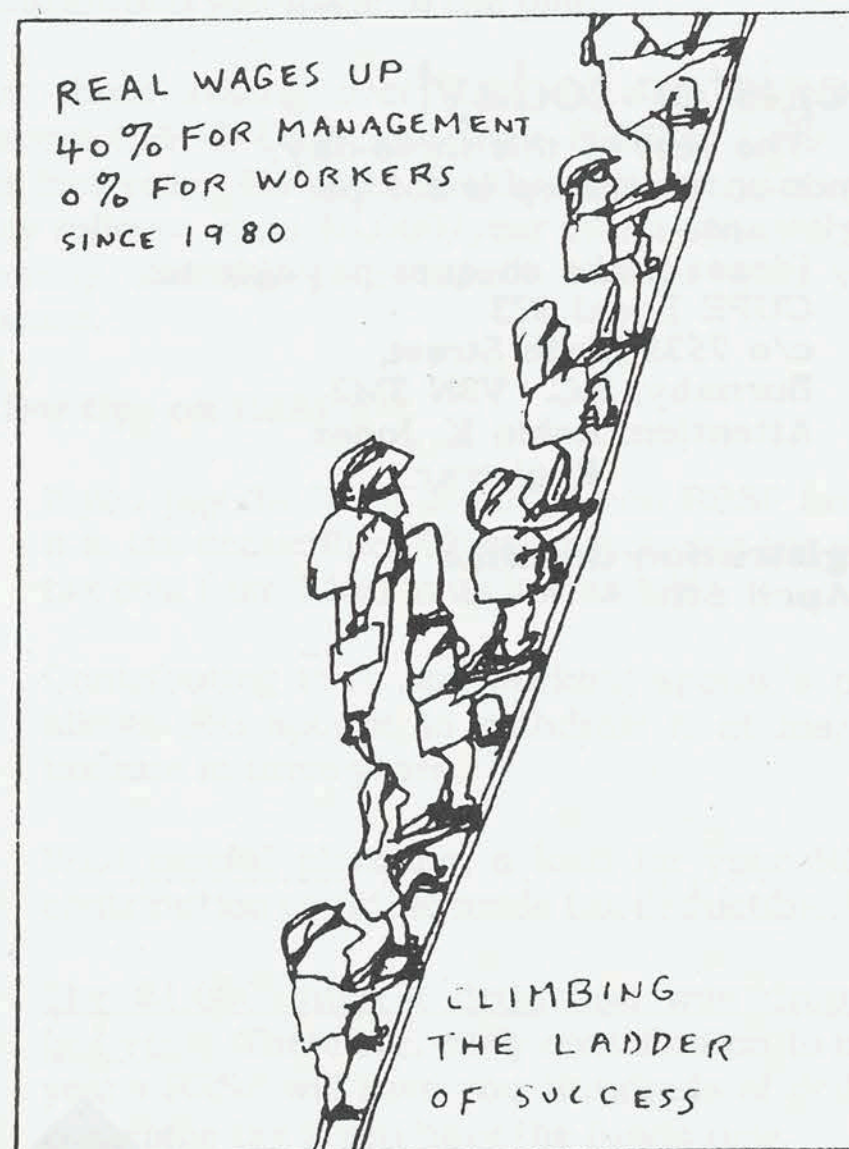
A. Hoffman, LPC, UBC, CPA

Food banks now a Canadian institution

Tribune/CALM



**Food banks
outnumber
McDonalds**



Newsletter Workshop

*Introductory Level.
April 19, 20 & 21.
At the Richmond Inn.*

A hands-on, three-day workshop for local union newsletter editors, co-sponsored by CUPE Local 873 and the national union's Education Department.

This introductory course will cover several areas of newsletter writing and production:

- ☞ *Where to find news.*
- ☞ *Writing the news effectively.*
- ☞ *The tools you'll need.*
- ☞ *Perk it up with graphics!*
- ☞ *Doing it on a computer (using the same software you see here).*

Your instructor:

The course will be instructed by CUPE Public Relations Representative Dennis McGann who has been responsible for encouraging many new newsletter editors into regular publishing.

"CUPE members in British Columbia are well served by local union newsletters," McGann says. "At last October's national union convention in Vancouver, B.C. locals won the lion's share of newsletter awards for excellence -- and every one was well deserved."

Limited registration:

This introductory course is limited to 16 participants. Workshop participants will work on writing news stories, designing a newsletter and will learn the computer program NewsMaster II.

Publications will be encouraged to purchase the inexpensive program (\$60). No special equipment is necessary to run the software -- just a simple computer and a dot matrix printer.

Register today!

The cost of this three-day, hands-on workshop is \$65 per registrant.

Please make cheques payable to:
CUPE Local 873
c/o 7535 Sixth Street,
Burnaby, B.C. V3N 3M2
Attention: Robin K. Jones,
Registrar

Registration deadline is April 6th.

1990 RRSP ALERT

Yes, it is that time of year again! During the first sixty days of 1990 RRSP holders can contribute to their RRSP and deduct it from their 1989 taxes. An RRSP is the best tax shelter available to Canadians and is one of the few ways to compound your earnings tax free until withdrawal.

If your annual RRSP investment is \$2,000 . . . it will grow to:

| RETURN | 10 YEARS | 20 YEARS | 30 YEARS |
|--------|----------|-----------|-----------|
| 12% | \$39 309 | \$161 397 | \$540 585 |

If your annual RRSP investment is \$7,500 . . . it will grow to:

| | | | |
|-----|-----------|-----------|-------------|
| 12% | \$147 409 | \$605 241 | \$2 027 195 |
|-----|-----------|-----------|-------------|

As usual the government has managed to confuse people as to their contribution levels. For each of the past three years Michael Wilson has deferred raising the RRSP limit but has tinkered with everything else.

During both 1989 and 1990 you are allowed to contribute up to 20% of your income to your RRSP to a maximum of: \$7,500/year. If you do not belong to an employer pension plan; or if you have an employer plan \$3,500/year minus any contribution you made to the plan.

For those rolling over their pension payments (except CPP & OAP) into their RRSP's, 1989 was the last year. However, for the next five years you may rollover up to \$6,000/year into a spousal plan thereby splitting your future income with your spouse.

A few tips on RRSP's

- If you pay the RRSP fee from non RRSP funds, it is tax deductible. Thereby reducing the after tax cost from \$100 to as low as \$55.
- Contributing to a non-working spouse's plan allows you spouse to withdraw it at his/her tax rate in three years.
- With careful planning, a loan for your RRSP contribution could be made tax deductible.
- The \$1,000 interest deduction was dropped last year. Therefore, early contribution to next year's RRSP will save you hundreds of dollars of income tax if you have the funds now.

DAVID LEVI, VP
C.M. Oliver

PROPOSED LIBRARY FEES???

\$0.25 Rapping on desk for service

Arguing over fines

\$0.10 in a curt manner

\$0.25 rudely

\$0.50 Tearing up library card

\$2.00 if thrown at librarian

Spitting on floor

\$0.05 plain

\$0.10 tobacco

\$0.05 Throwing book down on desk (per book)

\$0.20 General criticisms (per minute) if fancy language add \$0.10 per asterisk

Unwillingness to open books on demand

\$0.05 plain

\$0.35 with dirty look

Skipping past desk without showing books

\$0.10 per required sprint

\$0.05 Use of laboratory

\$0.50 Babies wetting on floor

\$0.25 if mother should offer to wipe up

\$0.25 Children under 4, unless on leash

\$0.50 If they whine constantly, each

Coming in on wrong side of desk

\$0.05 first time

\$0.25 second time

\$0.50 Going out wrong side

\$0.05 Calling librarian "dearie"

\$0.25 with garlic

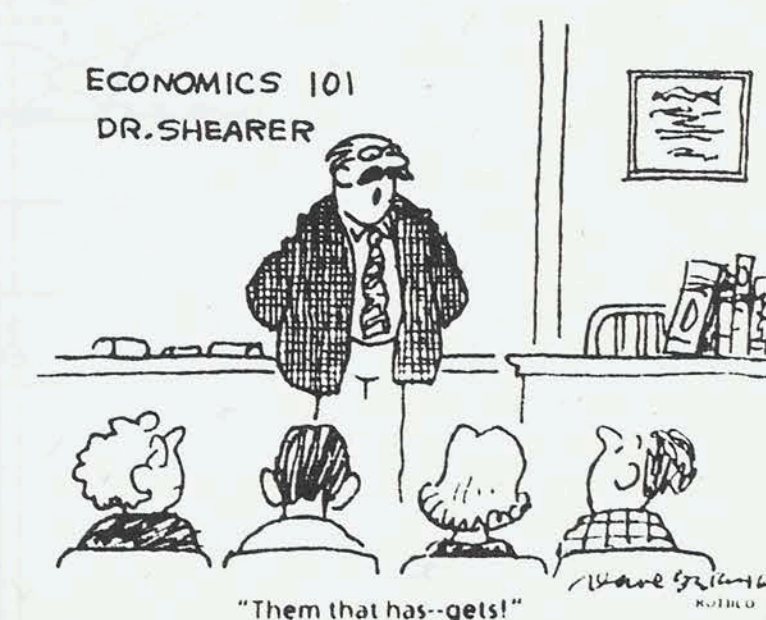
Criticism of Sunday closing

\$0.05 friendly

\$0.25 sarcastic

\$0.01 Letters to the press (per word)

taken from *The Broadcaster* published by Los Angeles Public Library Staff Association



"Union myths"

Union won wage increases are the chief cause of inflation, so controls on wage increases will keep down the cost of living.



This myth was the rationale for the general wage controls imposed by the federal government from 1975 to 1978, and for the public sector wage controls imposed by most provinces in the early 1980s. If wages really were the principal inflationary factor, the drastic enforced drop in average wage

increases (down to one-third their pre-controls level) should have produced an immediate sharp

reduction in prices. Instead, prices continued to climb until the federal government's high interest rate policy pre-

precipitated a deep and prolonged recession. That policy of economic strangulation inevitably brought down the inflation rate. But wages were pushed down even lower, compelling most workers to take substantial cuts in their real income.

The truth is not that wages drive up prices, but that prices drive up wages. That has been

the finding of every objective, scientific study. Most economists would agree with economic columnist Dian Cohen's statement: "There has not been a shred of evidence...that wages have added anything to the Canadian rate of inflation." Over the past 50 years, total labour income, as a percentage of the Gross National Product, has fluctuated only a few percentage points — proving that rising wages and salaries have simply maintained their usual share of a growing GNP.

Wages are continually subject to restraint through the machinery of collective bargaining, compulsory conciliation, and legal restrictions on the right to strike. Unlike other forms of income — profits, stock dividends, rents, professional fees — wage levels must be set through negotiations with employers.

The only fair (and effective) form of wage control is price control. If limits were enforced on price increases, it would automatically lower workers' needs and expectations, and they would gladly settle for correspondingly lower wage hikes.



letters to the editor

Editors Note: We would like to apologize to the members who submitted this letter for not having publishing it sooner. The committee only become aware of your submission at the end of January. We hope the delay in publication has not in any way discouraged you from further submissions to the newsletter.

NOVEMBER 28, 1989

NOV 30 1989

To the Editor of CUE:

We write to support the viewpoint of Kelly Littlewood & Margaret Baskette (Letters to the Editor, November 1989) that it is the right of every individual to support either the Pro-Choice or the Pro-Life Movement and it is not the place of a Union to speak for its membership on such matters.

Personal choice means just that, personal not group choice. Any member who wishes to back the National Day of Action should be free to do so; those members who do not wish to support it must feel free to withhold their support. A "union" does not have a "body" or a place in this issue.

FROM: Joan Smith

Susan Clarke

Saroj Chand

Bay Gumloc

Sue Cann

Robyn Moore

Diane O'Shea

Ilona St. Anne

Lori Walker

Anne Watters

Joan Smith
Susan Clarke
Saroj Chand
Bay Gumloc
Sue Cann
Robyn Moore
Diane O'Shea
Ilona St. Anne
Lori Walker
Anne Watters

Faculty of Education, Dean's Office

THE LETTER BELOW APPEARED IN THE NEWSLETTER LAST MONTH—
UNFORTUNATELY IT WAS ALMOST UNREADABLE DUE TO THE REDUCTION AND
PRINTING PROCESS. WE DECIDED TO REPRINT IT IN A LARGER FORMAT.



Canadian
University
Employees

CUPE LOCAL 2950

2170 Western Parkway, U.B.C., Vancouver, B.C. V6T 1V6

224-2308

December 19, 1989

Dr. Strangway
President, University of British Columbia
UBC Campus Mail

Dear Dr. Strangway,

Last week, the University of British Columbia mourned the slaying of 14 women,
engineering students at the University of Montreal.

This week, let's act so that their deaths will not be completely in vain. CUPE 2950,
representing clerical, library and technical workers at UBC, is urging you to ban that
annual degradation of women carried out by members of the engineering faculty known
as the Lady Godiva Ride.

In recent years, the Lady Godiva Ride has taken on a different focus, but at its essence
remains the demeaning of women either by parading a nude woman on horseback
through campus or by staging a "strip show" in the engineering building. The Lady
Godiva Ride message is clear; women are objects, playthings, and only tolerated as such
by the good old boys in Engineering who thus thumb their noses at formal University
Policies of Admissions and Employment Equity.

This "Godiva" attitude is the basic response of insecure males to the presence of more
and more women in the professional fields. It is the response of some University of
Western Ontario males who started the "No Means Yes" campaign during the anti-rape
week at Western Ontario. It demonstrates a fundamental hatred for women which was
the root of the Marc Lépine killings in Montreal.

The University must act clearly and decisively now. Activities which degrade women
must be banned from the University grounds in the same way the University would not
allow a KKK cross-burning on campus. The banning of this type of activity is the logical
conclusion to any serious University campaign against sexual harassment as well as
any campaign for employment equity.

Thank you for your attention to this matter.

Yours truly,

GREG FISHER
President

SECRETARY TREASURER ELECTION

February 23

To: Richard Melanson and other members of the communications committee

Letter to the Editor for On Cue

Dear Editor,

There are two main reasons why I allowed my name to be put forward
for the position of secretary-treasurer at the February 22 membership
meeting.

The first reason is that I do not believe a dues increase is necessary
in CUPE 2950 for the foreseeable future. The gross annual revenue of this
local union is in excess of \$500,000, and I believe that we can and should
be able to operate within this for the current year, at least.

The second reason is that I believe in openness, accountability,
prudence, and fiscal responsibility, and above all retaining the services
of our auditors, Dunwoody & Co., who are Chartered Accountants. Having
these professional services, and continuing to have competent accounting
assistance enables us to know from day-to-day exactly what our position
is. This is the situation which existed under the previous secretary-
treasurer, we are in a solid financial position now, and I want to
continue this.

Some one else has also put their name forward for the secretary-
treasurer's position, so I look forward to a debate on these important
matters.

Respectfully submitted,

Sandy Lundy
Secretary, Dept. of Surgery

February 28, 1990

To my Fellow Members:

My name is Polly Diether and I am one of the candidates for the vacant
position of Secretary Treasurer.

Although I have been employed at UBC in the Library system for almost
three years, I haven't before now felt the need to be actively involved
in our Union.

However, over the past months my friend and co-worker Gail Runnels (Shop
Steward at Sedgewick) has been sharing with me her experiences as a
Steward and as a member of the Grievance Committee.

When Gail spoke to me about the serious position the Local was in, not
having a Secretary Treasurer I realized that now was the time for me to
become active.

I believe the skills I use daily at my job have prepared me for the
responsibilities of the position of Secretary Treasurer. On a day to
day basis I handle large sums of cash and have to be familiar with
standard accounting procedures.

I know that a course is offered through CUPE for Financial Officers.
This would provide me with any further training necessary.

I understand completely the responsibilities of the position and my
accountability to the membership.

I ask for your support and I look forward to serving as your Secretary
Treasurer.

CUPE 2950/VGH DIVISIONAL MEETING

February 20, 1990

There was VGH CUPE 2950 Division meeting held at the Laurel Pavilion on February 20, 1990.

Greg Fisher, Local President, Paul Tetrault, Business Agent, and Lois Moen, Shop Steward for VGH were introduced.

Greg Fisher made a presentation on changes in the Collective Agreement, particularly Eye Care Vision and Dental Plan.

There was a general discussion about the problem of recruitment to positions in the hospital (Clin. Sec.) and the resulting work overload. It was pointed out that Article 5.04 of our Collective Agreement obligates the University to replace absent members if their absence (vacation, sickness, etc.) would cause other members to have a higher work load than is expected in a normal day.

There was further discussion about the lack of staff/coffee rooms in the Laurel Pavilion. There was a discussion about future staff evaluations in the Dept. of Medicine, apparently all doctors are being asked to fill out evaluations of the staff. There was much concern about how these evaluations will be used, when and if they will be put on file, etc.

It was decided to hold VGH/CUPE meetings every 2 or 3 months in the hospital. The next meeting would be in May 1990. It was pointed out that the mail was quite slow in the University system and that advance notice of the meeting is required. It was also suggested that meetings alternate between 12 & 1 p.m. or that 2 separate meetings be held to allow everyone to attend.

The local will be holding meetings in other hospitals. We are particularly interested in calls from Shaughnessy and Children's hospital members to help work out the details.

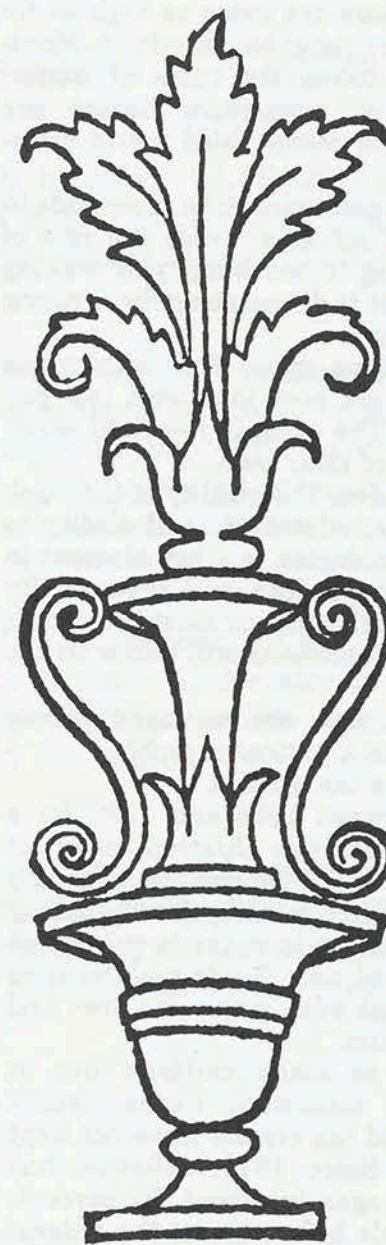
IN LOVING MEMORY...

We are saddened to hear of the death of Doria Tai, a fellow member and library worker. She will be greatly missed by her co-workers in the library. We wish to extend our condolences to her family and friends in their time of grief.

NEW MEMBERS

This month we would like to welcome the following new members to our local:

Enid Kovits from Woodward Library, **Christa Rathje** from Anthropology, **Robyne Zaparaniuk** from Agricultural Sciences, **Danuta Gajewski-Weston** from Continuing Education, **Gail Sykes** from Economics, **Gisele Kennelly** from Education, **Rhonda Ellwyn** from Family & Nutritional Sciences, **Susan Palichuk** from Financial Services, **Colleen Ewing** from Graduate Studies, **Donna Palmer** from Gynaecology, **Ruth Murphy** from International House, **Mary Laidlaw** from Medical Genetics, **Shirley Egborg** from Cardiology, **Elizabeth Zunti** from Main Library, **Esther Dignos** from Medicine/VGH, **Rebecca Trueman** from Neurology, **Sylvia Herr** from Ophthalmology, **Donna MacDermot** from Paediatrics, **Joan Munro**, **Alice Lam**, **Trina Ojo** and **Lee Anne Harris** from the Registrar's Office.

GENERAL MEMBERSHIP MEETING
20th February, 1990
M I N U T E S

The Chair called the meeting to order at 12:50 p.m.

1. ROLL CALL OF OFFICERS

| | |
|-----------------------|----------------------------|
| Greg Fisher | President |
| Shirley Irvine | 1st Vice President |
| Ann Hutchison | 2nd Vice President |
| Sandy Lundy | Recording Secretary |
| Ann Chatwin | Sergeant-at-Arms |
| Paul Tetrault | Business Agent |

2. ADOPTION OF AGENDA

Amendments to include Nominations Open for Secretary Treasurer.

MOVED:Erickson/**SECONDED:**Abbott

That the agenda be adopted as amended.

CARRIED

3. ADOPTION OF MINUTES

MOVED:Erickson/**SECONDED:**Abbott

That the minutes of January 18, 1990 be adopted.

CARRIED

5. NOMINATIONS FOR THE 1990/91 EXECUTIVE

Secretary-Treasurer - Because Loretta Clarke will be unable to continue as Secretary-Treasurer, this position is again open for nominations. Two nominations have been received for this position. Sandy Lundy and Paula Diether were both nominated and there will be an election at the March membership meeting.

Positions remain open for:

Trustee (3 year term ending Dec. 82)

Trustee (1 year term ending Dec. 90)

6. PRESIDENT'S REPORT

Greg Fisher reported on the Harrison Winter School he had attended in January. The course he had taken was Facing Management and he found it to be very effective and interesting. There were some videos that he will try to arrange to get for our membership that he found to be very educational. As for the 1990 Local planning meetings, two meetings have been held so far and the Executive may require two more meetings to cover all the areas in the 1990 agenda. The discussion on moving offices is still occurring, one of the most important items of having new office space is having a completely enclosed meeting room, for grievors to meet with representatives and for committee meetings to take place without interruptions. One of the members questioned getting office space on campus, and Greg reported that the Local is continually trying to get space on campus, but to no avail. Greg also reported that members should get on the provincial voters list now as a person can't show up on the day of the election and obtain a voters card. A voting card must be applied for ahead of time. The phone number for signing up is 660-6848. Greg also wanted to remind members of the International Women's Day - March 8th. From March 4-7 the National Film Board will be showing Cinema-Tech films at 7:30 & 9:30 at 1131 Howe Street and the admission is free. There will be a culture night at 1111 Commercial Drive on March 8th at 7:30 p.m. (women only) The march and rally will be held March 10th starting from Openheimer Park and continuing on to the Robson Square media centre, where there will be an Info Fair on Women's Day.

7. Business Agents Report

Paul reported that Greg has been booked off to work in the office with Step I & II grievances, and to handle contract interpretations. Paul's main focus is the organization and development of the Arbitration cases. There are currently 35 grievances at the arbitration level. The Union has met with UBC's Legal Council on 25 arbitrations to agree on arbitrators, dates, etc. There are dates confirmed in April, May & June. With the number of cases going to arbitration there should be two arbitrations scheduled per month. Although it is the general feeling that many will be settled before the arbitration date. Paul outlined the approximate cost of an arbitration and the University's expenses for an arbitration are roughly \$15,000.00. With 35 arbitrations pending that is quite a bit of money. Paul reported on the bargaining unit work problem on campus. AUCE was certified in 1974 as a non-profit organization for secretarial, clerical and library workers on campus, with exceptions from Local 116. He estimates 50 - 200 positions are missing that should be in our bargaining unit. These are positions that have become A & P or are excluded

from our Union for reasons such as confidentiality, etc. Paul gave three examples of this situation

1) Director resigns and the Secretary V resigns as well, the new director hired posts for an Admin. Clerk and hires and Admin. Assistant outside of the bargaining unit.

2) UBC has developed technological changes and the new positions are being filled by A & P.

3) Clearly Clerical & Secretarial positions excluded because of supposed confidentiality reasons.

Eventually application will be made to the IRC to obtain these positions back. A major investigation is now underway and currently we are using stewards and members of the grievance committee to investigate areas where the certification is being breached. A couple of reasons for the University taking away positions from our bargaining unit are:

a) In the case of a strike, each office would have sufficient numbers of people at the management level to continue to run the offices.

b) If the employee is a valued employee a higher position, with better pay will offer the employee incentive to remain in that department.

As for the Shop Steward's Committee training, 22 Stewards attended the January meeting. Another meeting will be held on March 13 and two more meetings to follow in May & September. A number of stewards are currently registered in the spring courses being offered by CUPE Metro Council and by the Canadian Labour Congress.

A reminder that the B.C. Federation of Labour is holding a two day Women's Conference (Women's Rights - 100 years of struggle) on March 2nd & 3rd. The registration cost is \$55.00 and if anyone is interested the Executive will consider paying for a member to attend.

7. SECRETARY-TREASURER'S REPORT

Since there is currently no Secretary-Treasurer, there was no report.

8. COMMITTEE REPORTS

i. Grievance Committee

Shirley Irvine reiterated Paul's message regarding the Bargaining Unit work, and pointed out that this erosion has created "shell" categories, for example there is no editorial assistants on campus. There is a loophole in the contract regarding the number of student assistants allowed to be hired in any one department. This will be passed on to the Contract committee for the next round of negotiations.

ii. Contract Committee

Ann Hutchison reported that the committee needs to start soon to prepare for the next round of negotiations, by sending out a questionnaire, polling, and then to use the information gathered to work up proposals. The first meeting for the Contract Committee will be Tuesday, March 6, 1990 at 5:00 p.m.

iii. Communication Committee

Richard Melanson reported that the newsletter will be put together on Wednesday, February 28 and the Committee will continue to put together the newsletter the last Wednesday of every month. On Monday March 5 the committee will be looking for labelers to get the newsletter out on time.

Because the business of the meeting ended so early there was time for a general discussion regarding the Federal Budget. The most important issue that will affect our University is the transfer payments being cut drastically, possibly causing a major cutback to higher education. It was recommended that a guest speaker attend the next meeting. Jan Taggart suggested we get someone to speak on the Meech Lake project. There was also discussion on the issue of Language dispute in the food services department.

MOVED:Erickson/**SECONDED:**Hutchison
That the meeting be adjourned.

The meeting was adjourned at 1:45 p.m.

member/26.min

GENERAL MEMBERSHIP MEETING

22nd MARCH, 1990 @ IRC #1

12:30 - 2:30 P.M.

A G E N D A

- 1. ROLL CALL OF OFFICERS**
- 2. ADOPTION OF AGENDA**
- 3. ADOPTION OF MINUTES OF February 22nd, 1990**

SPECIAL

- 4. The Federal Budget, Provincial Implications and the Goods & Services Tax - A report by CUPE Regional Officers; Blair Redlin & Robin Jones.**
- 5. BUSINESS ARISING FROM THE MINUTES**
- 6. NOMINATIONS REMAIN OPEN FOR:**
Secretary Treasurer
Trustee (3 year term ending Dec. 1992)
Trustee (Term ending Dec. 1990)
(Nominations close for Sec-Tres. at this meeting and the election will be held)
- 7. PRESIDENT'S REPORT**
- 8. SECRETARY-TREASURER'S REPORT**
- 9. BUSINESS AGENT'S REPORT**
- 10. COMMITTEE REPORTS**
 - i. Grievance**
 - ii. Contract**
 - iii. Health & Safety**
 - iv. Communication**
 - v. Education**
 - vi. Job Evaluation**
- 11. TRUSTEE'S REPORT**
- 12. OTHER BUSINESS**

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