

I am in favour of joining CUPE. Here's why:

1. Experience

Rarely has our inexperience and lack of solidarity as a union been more evident than at last week's membership meeting. With all due respect to both former and present Executives, we clearly need the stability of a larger union behind us. CUPE is demonstrably more experienced than we are, and has much to offer; their current representative on campus, Joe Denofreo, already offers us advice based on that experience.

2. Education

Another way in which our inexperience can be banished is through education. CUPE can offer us workshops, courses and conferences on various aspects of the labour movement and union organization. I attended a shop steward workshop last year, and found it quite helpful. Committees that have found recruitment difficult in the past will be able to entice prospective members with workshops on contract negotiation or grievance procedures. As a result, our reputation and clout with UBC management cannot help but improve if we are forearmed with knowledge and experience.

3. Legal assistance

Joe Denofreo has already been helping other CUPE locals in the Lower Mainland for years with routine legal matters, and can help us too. This will offset some legal fees and enable us to divert funds for more unusual legal situations beyond Joe's expertise.

4. Efficiency

The recent office administration and membership servicing report by CUPE Job Evaluation Representative Doris Hanson pointed out large organizational gaps in our union office, and offered concrete suggestions as to how we could improve our efficiency. We are under no obligation to adapt any or all of these suggestions; however, we clearly need some changes and should we choose to make them, a continuing relationship between our local and CUPE would reinforce and support these changes. Some members feel that our philosophical and/or ideological base as a small independent union will be altered if we elect to join a larger, more "corporate" union. However, at last week's meeting, both Joe Denofreo and CUPE president Jeff Rose's representative assured us that our basic integrity as a union will not be altered unless we want it. CUPE will not have the right to impose ideology on us, but rather will have an influence, I hope, on our procedures and methods which surely have to improve.

Any concern I might have about finances are overshadowed by the above factors. If it costs more to join CUPE, it will be well worth it because, as I see it, we can only benefit in the long run.

RECEIVED

MAR 4 1987

Joanne Steven
Psychiatry

**UNIVERSITY EMPLOYEES'
UNION (C.U.P.E.)**