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ON
CUE

"As long as there shall be stones,
the seeds of fire will not die."

*Lu Xun, December 1935
(from the original manuscript)*

CUE REPRESENTATIVES

EXECUTIVE COMMITTEE

228-3146	2nd. Vice Pres.	Pamela Lundrigan	Geol. Science
228-2074	Treasurer	Diana Ellis	Computing Centre
228-2713	Hlth. & Safety Rep	Estelle Lebitschnig	Geol. Sciences

GRIEVANCE COMMITTEE (Interim)

875-4500	Adrien Kiernan	Medicine (VGH)
228-3266	Sarah Eeckhout	Chemistry
224-8333	Shirley Irvine	Commerce
228-2761	Elizabeth Zook	Cont. Med. Ed
228-4968	Greg Fisher	UBC Press
228-4411	Marion Tostowaryk	Student Housing
228-3596	Chuck Erickson	Finance

COMMUNICATIONS COMMITTEE

228-5478	Ann Hutchison	LPC
228-5478	Avron Hoffman	LPC

CONTRACT COMMITTEE

228-3146	Pamela Lundrigan	Chair	Geol. Sciences
228-2752	Joanne Crocker		Chemistry
228-2074	Diana Ellis		Computing Centre
875-4500	Adrien Kiernan		Dean of Medicine VGH
228-3292	Lee Miltimore		Philosophy Dept.
228-2515	Flo Gibbons		Religious Studies

EDUCATION COMMITTEE

228-2074	Diana Ellis	Chair	Computing Centre
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HEALTH & SAFETY COMMITTEE

228-2713	Estelle Lebitschnig	Chair	Geol. Sciences
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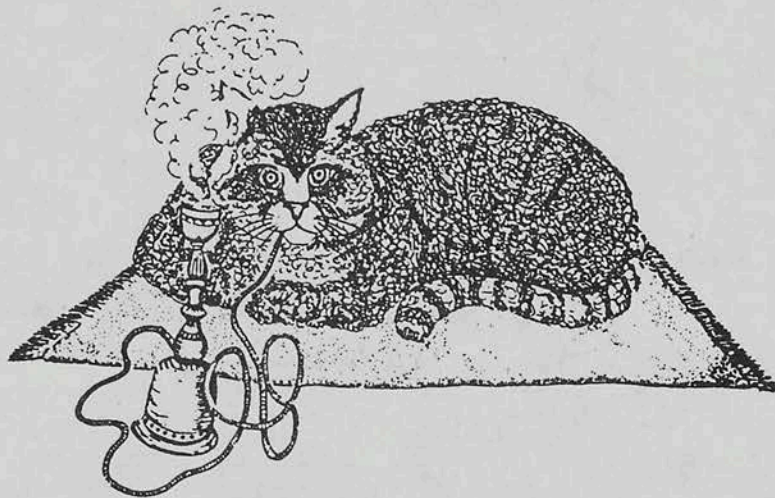
GENERIC CALENDAR

	MON	TUES	WED	THU	FRI	SAT	SUN
FIRST		EXECUTIVE MEETING 5:00 - 7:00					
SECOND	CONTRACT COMMITTEE 5:00 - 7:00			GRIEVANCE COMMITTEE 5:00 - 7:00 LABOUR COM' TY 3:30 - 4:30			
THIRD		EXECUTIVE MEETING 5:00 - 7:00					
FOURTH	CONTRACT COMMITTEE 5:00 - 7:00		GRIEVANCE COMMITTEE 5:00 - 7:00	COMMUNICATION COMMITTEE 4:30 - 7:00			

THIS CALENDAR DENOTES REGULARLY SCHEDULED MEETINGS - NOT EXTRA MEETINGS WHICH MAY BE ADDED.
 CONFLICTS WITH REGULAR MEETINGS NOTED HERE.

a short editorial

The Communications Committee would like to thank the membership for their overwhelming response to the latest newsletters; especially the covers. & a very special thanks to the member who wants to be deleted from the mailing list. Without all your support & opposition we couldn't have pulled through. Keep up the good work!



Women
constitute half the world's
population,
perform nearly two-thirds
of its work hours,
receive one-tenth of the world's income
and own less than one-hundredth
of the world's property.

COMMUNICATIONS

TOAdrien Klerman..... FROMJoan Troleaven.....
..... Main Library

DATE Feb 26 PHONE 2519

re: your letter to the membership dated Feb 3/88

I think you are over reacting to the cover of the newsletter. You or the executive do not have the right to censor the communications committee, only the membership that elected them have that right. I also thought the cover was right on! Its a thankless job but someone has to do it.

A former AUCE executive

J. Troleaven

Hi Ann -

I just loved the Dec. CUE newsletter cover - weird sense of humor I guess!

M.

TO: CUE

FROM: Josiane Ruggeri *SR*
Department of French
DATE: 2 March 1988 PH: 5746

I support the idea of having a restaurant just for staff people. No need to have one built.

Why didn't I think of this suggestion? Excellent idea and long overdue!

*G. Shuck
HSCA-P.U.*

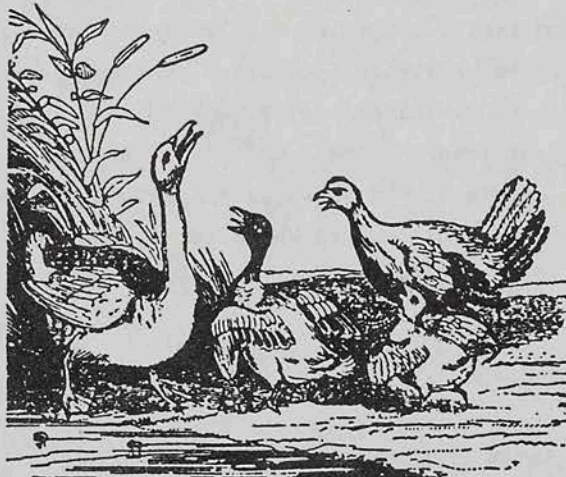
COMMUNICATIONS

To the person who said about the Barbaric Revelry issue of On Cue that fellow workers had asked her what it meant: tell them that it's satirical, ironic, a joke you might say. I guess what happened was that some people who saw that cover were disappointed when they opened up the newsletter only to discover that it had been falsely advertised and didn't in fact contain even a spark to fire the senses of the world, nor was it, alas, the story of history's most sin-swept era. For that they'll have to wait for Van der Zalm's autobiography.

I personally felt that Whistler's aunts, who graced the Feb. '88 cover wore expressions on their faces very like those I see quite often during my working day.

As for the Dec. guy with the nail through his head - I forget, was there mistletoe on the nail?

Joan B. Stuchner LPC



MAYWORKS

A FESTIVAL OF CULTURE AND WORKING LIFE

FOR IMMEDIATE RELEASE:

MARCH 21, 1988

Arts and Labour groups are combining forces to present 'the works' in culture, in Vancouver this spring. Under the umbrella of the recently formed Vancouver MayWorks Society, over 40 public events are being organized for the First Annual MayWorks Festival, May 1st through 8th.

MayWorks brings together a variety of artistic interests in the celebration of culture and working life, in the tradition of similar May festivals held in Paris, Berlin, Glasgow, and Toronto.

The intent of MayWorks is to build a strong bridge between working people and the general public, and the Arts. Under the MayWorks banner, this will be accomplished through an eclectic lineup of events. Music, theatre, and visual arts shows, film and video screenings, writing workshops and poetry readings, will explore a wide range of labour-oriented themes.

The Festival is being designed to make the Arts accessible, and meaningful to people, in all aspects. Admission prices will be low, and public input and participation will be key components of MayWorks. A series of 'open stages' are being offered to performers and writers looking for an opportunity to share their works. A song-writing contest and a 'Blue Pencil Cafe' workshop for writers will also be featured. Roundtable discussions on such topics as 'Pay for Cultural Work?!', and the 'History of B.C. Artists at Work', will stimulate further food for thought.

Scheduled presentations will include an incisive look at the history of B.C. women in the workplace; cabarets, with a special evening with singer Joelle Rabu; folk music and work songs by, and about, B.C. workers; Punjabi theatre presented in english; Katari Taiko and Kokoro Dance; and the colourful, multi-media retrospective of the 'On to Ottawa Trek'.

Much of the MayWorks activity will centre around Commercial Drive venues, including the I.W.A. Hall, La Quena, and the Vancouver East Cultural Centre. Opening May Day festivities in the East End will be followed by an evening concert with the band DOA at the Commodore. Visual arts exhibitions will be held in downtown Vancouver locations, and at the Women In Focus Gallery on Broadway. Music, work writing, poetry readings, and video presentations will also take place at the C.A.I.M.A.W. Hall in New Westminster. (A full schedule of events will be available in April from the MayWorks office, phone [REDACTED])

FOR FURTHER INFORMATION PLEASE CONTACT:

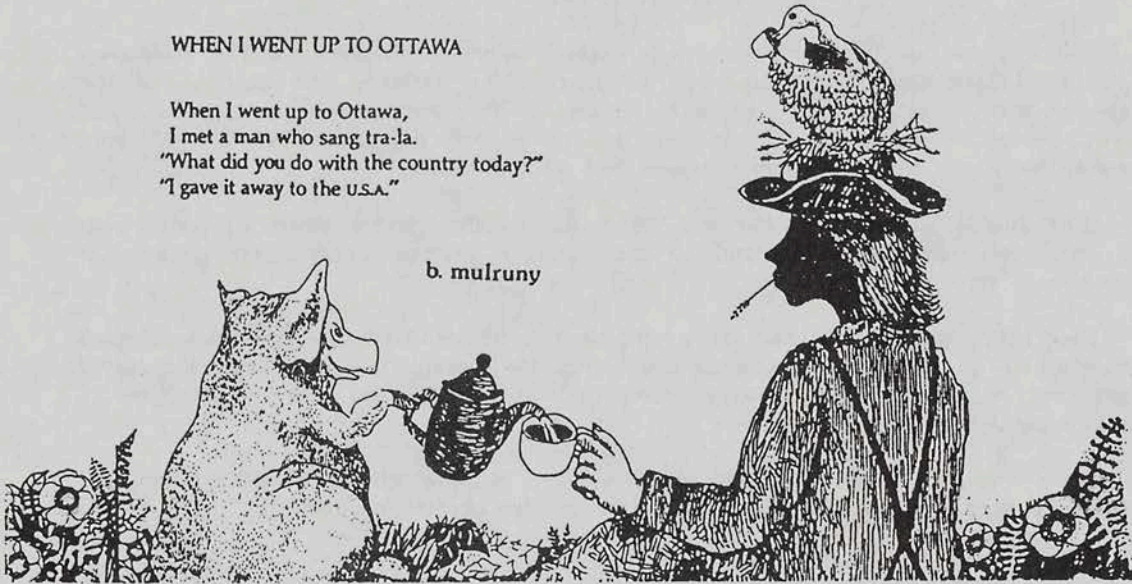
Teresa Marshall, Communications, MayWorks Ph: [REDACTED] or [REDACTED]

Chris Creighton-Kelly, Festival Co-ordinator, MayWorks [REDACTED]

WHEN I WENT UP TO OTTAWA

When I went up to Ottawa,
I met a man who sang tra-la.
"What did you do with the country today?"
"I gave it away to the U.S.A."

b. mulruny

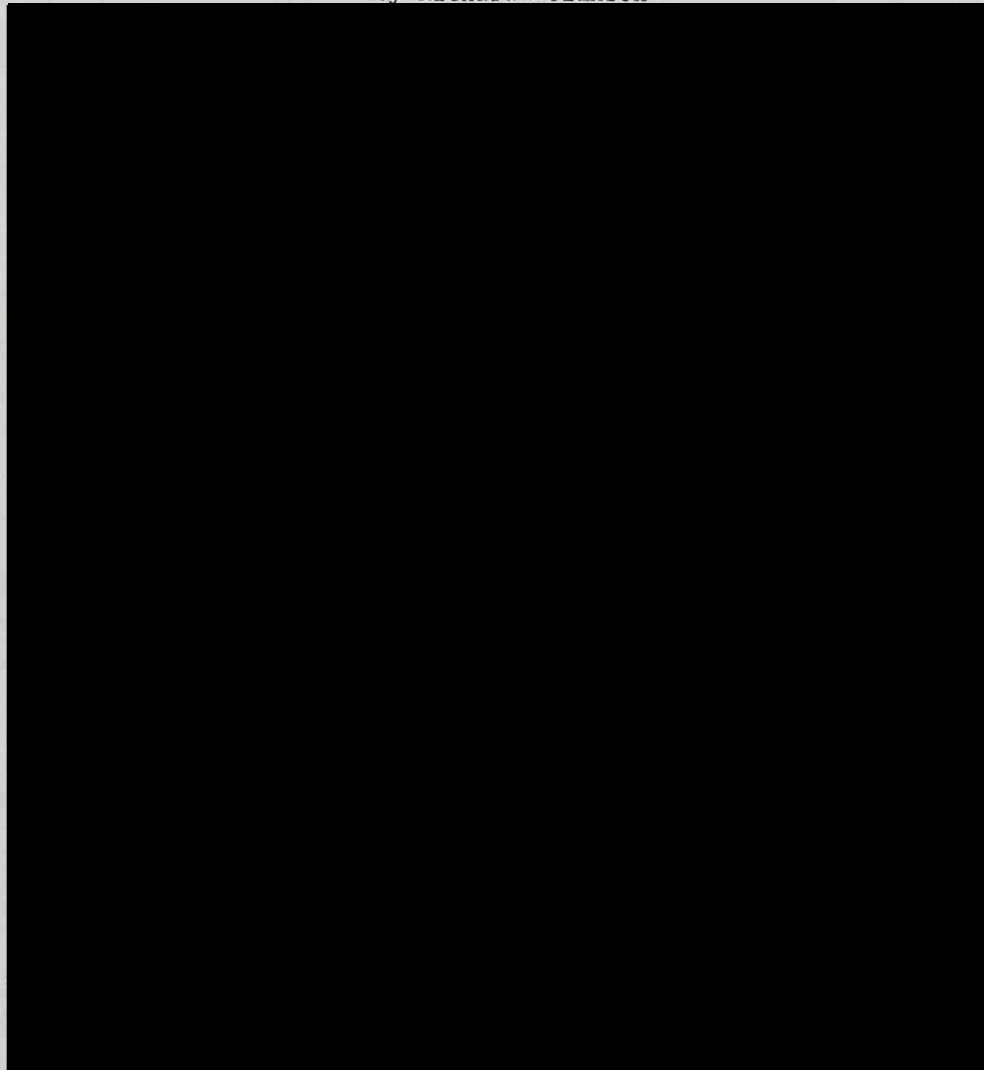


Indexing of Pensions Trend of the Future

"article

composed from a piece in the Vancouver
sun of December 12th, 1987."

by Richard Melanson





COMMUNITY CONFERENCE ON PRIVATIZATION

held on December 12, 1987

by Diana Ellis

The first half of the conference was chaired by Frank Kennedy of The Vancouver and District Labour Council. He opened the meeting by outlining the purpose of the conference and introduced the keynote speakers. The people attending were well representative of the community. There were a total of 168 delegates present - 87 from the trade Unions, 69 from community groups and 12 individuals.

John Shields (President of the BCGEU) spoke on the current threat of privatization of the highways maintenance and outlined the BCGEU's strategies against the privatization of government services.

Dale Lovick (MLA, NDP critic on privatization) briefly outlined the government's plans to privatize the public sector. He emphasized that the privatization had been thoroughly planned and that the Socred's were committed to moving to the privatization of government services.

Diane Jolly (CUPE, BC Division) spoke on the negative effects of privatization and the strategies used to combat it in Britain. Some of the effects included:

- decrease in the standard of living
- increase in monopoly control
- decrease in services
- major wage reductions in some areas
- a society divided on the basis of ability to pay

She also stated that recent polls indicate that the public is NOT in favor of privatization, especially in the areas of:

- Health Care
- Education

After the introductory speeches, the main group divided into workshops to discuss problems common to their area and to try and plan some strategies to fight privatization in their sector. These groups were:

1. Health Care
2. Education
3. Municipal Services
4. Public Utilities
5. Transportation
6. Welfare & Social Programs
7. Environmental Protection

The second part of the conference was chaired by Jean Swanson (of End Legislated Poverty). She related a moving personal experience with a private hospital in the US. The workshop groups then reported back with their ideas for action against privatization. The two main suggestions that came forward from ALL the groups were:

- **UNITY** - we must form a united coalition consisting of unions, community groups and other interested parties to fight privatization.
- **EDUCATION** - people must be made aware of the effects privatization will have on them. Specific examples must be given. People must be informed as to what privatization really means to them and to the community as a whole.

Other suggestions included:

- mounting a major media campaign including the use of catchy slogans, hiring of an organizer and using high profile public figures
- public action including lobbying and writing to your MLA
- developing a sound alternative to privatization

The conference was very informative and laid the ground work for a definite plan of action against privatization. A follow-up meeting is planned for January 27, 1988 at 7:30 p.m. at the IWA hall (located at 13th and Commercial).

COMMITTEE REPORTS

The Contract Committee is issuing an invitation to present and perspective members to attend its first meeting for the 1989 Collective Agreement.

DATE: April 18/88

TIME: 4:30 P.M.

LOCATION: Union Office

✱ SEE YOU THERE! ✱

GRIEVANCE SITUATION

PROCEEDING TO ARBITRATION =	6
At Step 3 =	5
At Step 2 =	1
At Step 1 =	0
Investigations =	16



Hiring Committee Report

As you were informed at the last membership meeting, C.U.E. secretary, Sally Bondy, has resigned. We subsequently struck a Hiring Committee (comprising Estelle Lebitschnig, Diana Ellis, Elisabeth Zook and Pamela Lundriqan) and advertised the position in the newspaper, and sent a circular to all of our members. Numerous applications were received, two of which were from our bargaining unit. A review of these applications resulted in a shortlist of four, again, one was a C.U.E. member. During the interviewing process, it became apparent that the best candidate was the C.U.E. member. It was unanimously decided to offer the position to Ms. Rebecca Davey, who has accepted. We feel confident she will be able to handle the many and varied demands of the office.

Pamela Lundriqan

Second Vice-President
(Acting President)

?? Did You Know - ??

that when you apply for a C.U.E. position and wait to know your status, you have the right to contact the recruiter, whose name and number is at the bottom of each position posted.

Did you know...

that the difficulties you've experienced, or are experiencing with Payroll are a result of :

- a) a shortage of staff (and hence an abundance of temps);
- b) poor supervision; and
- c) poor office organization?

These deficiencies have resulted in a high level of stress among Payroll personnel, resulting in usage of sick time, transfer of employment and outright resignations. Where does that leave the rest of us? With more of the same. However, the picture is not as gloomy as that. Members working in Payroll have initiated a grievance designed to address this woeful situation. To date, the University has agreed to fill two vacant positions, but the Union is not satisfied with that. The grievance will continue until additional staff are hired, and the supervisory and organizational problems are rectified. Any difficulties you experience are a result of Management - or should I say Mismanagement! Therefore, we ask you to remember that the workers in Payroll are our Members, and that they're doing what they can to redress this deplorable state of affairs. Be patient with them and address your complaints to one or all of the following:

1. Elizabeth Berryman: Payroll Supervisor: 228-6355
2. Terry Sumner: Director Financial Services: 228-4800
3. Bruce Gellatly: Vice Pres. Admin. & Finance: 228-4141

In addition, let the Union office know, by phoning us at 224-2308. By following this procedure you will help your Members and the Union to resolve this issue.

ATTENTION

1. Annual Reviews
2. Confidentiality Forms for Telereg.
3. Handling Cash

1. Recently the Union has been involved in disputes in which the University has used Annual Reviews to support their disciplinary actions. All CUE members must take care to ensure that they agree with the contents of these reviews before they sign them. Too often members are made to believe that these reviews are inconsequential. Often the review is done in an 'off-hand' manner by a Supervisor who, for various reasons, does not do them with the care and attention with which they should be done. Do not believe that this is a casual matter which will not be used against you. If you don't agree with the Annual Review don't sign, and contact a Steward.
2. The University has also recently requested that our members sign forms asking that they maintain the confidentiality of students registering through the Telereg. System. We believe that this is unnecessary and unjustified. You are advised to check with the Union before signing.
3. It has also come to our attention that some of our members are asked to handle cash as, for example, in the case of selling cards for the photocopier, if you are handling money and are unsatisfied with the procedures in place, let the Union know and we will take steps to rectify the situation.

Reminder ~

Nominations are still open for the following positions:

- President
- 1st Vice-president
- Job Evaluation Chair
- Trustees (3)

GENERAL MEMBERSHIP MEETING

DATE: APRIL 5, 1988

PLACE: IRC-2

TIME: 12:30 - 2:30 p.m.

[REMEMBER !!
Bring your membership cards!
They will be checked at the door.]

SOME GRIEVANCE COMMITTEE'S SUCCESSES

1. Misclassification: After a lengthy battle with the University, the Union achieved a member's move from Clerk 2 to Clerk 3, and financial compensation was awarded for the time the member had been misclassified.
2. Reduction of Discipline: When one of our members was suspended for two days without pay, the Union argued that this was too severe and got the suspension reduced to one day without pay; the lost wages for the other day were returned, including retro pay.
3. Removal of Documents: Following resolution of a grievance at Step 3, various documents which should have been removed as part of the settlement were found to still be in a member's file. The Union was able to get them removed.
4. Temporary Promotion: When a member believed that they had been unfairly passed over for a temporary promotion, we gained wages for the member as compensation.
5. Incorrect Procedures During Probationary Period: A new member was in the last days of her probationary period when she was asked to resign. The Union argued that such a demand was inappropriate and that correct procedures to express concern had not been followed. The member was able to change departments and is still at UBC.

Of the situations the Union has been asked to deal with in the last six months, the Union has been unsuccessful in only one case. This was a Step 3 grievance or a Reclassification which had been through the Reclassification procedure, including the Appeal Stage, as outlined in the Collective Agreement.



APRIL 28TH

DAY OF RECOGNITION FOR WORKERS KILLED OR INJURED ON THE JOB

April 28th is symbolic being the date that the first workers' compensation legislation was enacted in Canada (Ontario, 1914).

Three years ago CUPE called for the establishment of a national day of recognition for workers killed or injured on the job. In 1986 April 28th was adopted as the day each year when we might pause and remember the sacrifices that workers have made (and continue to make) to their communities and to society as a whole.

Although the work in our bargaining unit is unlikely to directly result in fatalities, please take a few moments on April 28th to consider those who have died or been injured as a result of their jobs.



We would be pleased to publish any "Personal" announcements in our newsletter, such as:

- Births*
- Marriages*
- Engagements*
- Retirements*

All ads must be camera-ready and in the Union office by the 4th Thursday of every month. Please address your ads to: the Communications Committee - Personals.

A Gala Evening With Ed
A FUNDRAISING BANQUET AND DANCE
SPECIAL GUEST : ED BROADBENT
SATURDAY, APRIL 9th, 1988

at
HOTEL VANCOUVER, PACIFIC + B.C. BALLROOMS.,
VANCOUVER

6:30 RECEPTION 7:30 BANQUET 9:30 DANCE

Come and meet the most popular leader in Canada.

Come and celebrate New Democrats nation-wide popularity.

Come and hear the Party's plans for winning in '88.

Come and share the excitement.

Come and join the fun.

For more information or to reserve tables of 10 call

Jane MacDonald at



VOLUNTEER SIGN UP FORM

NAME:

PHONE NO.

IF INTERESTED, PLACE AN "X"

.....

1. CONTRACT COMMITTEE: []
2. HEALTH & SAFETY COMMITTEE []
3. COMMUNICATIONS COMMITTEE []
4. EDUCATION COMMITTEE []
5. JOB EVALUATION COMMITTEE []
6. VOLUNTEERS LIST TO ASSIST
IN THE UNION OFFICE - FILING
AND MAILOUTS, ETC. []
7. SHOP STEWARDS []