

CANADIAN UNIVERSITY EMPLOYEES

GENERAL MEMBERSHIP MEETING

DECEMBER 1, 1987

IRC 2: 12:30 - 2:30

AGENDA

1. Roll Call of officers.
2. Adoption of Agenda.
3. New Officer Nominations
4. Optional Life Insurance
5. Mental Health Workstations in the Registrar's Office*
6. Contract Update
7. Term Appointment for Part-time Office Staff**
8. Convention Report
9. Committee Reports
10. Other Business

****NOTICES OF MOTION:**

- (a) "that the Union not support the use of the Mental Health Workstations in the Registrar's Office."
- (b) "that we hire a temporary person January 1 - March 31, 1987 for 20 hours per week at the Secretary III level to assist in the office reorganization."

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 Lebitschnig 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-Président

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.

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.

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

I. 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 concensus 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.

The CUE Executive Meeting was held in the Union Office on Tuesday, September 8, 1987 at 5:00 p.m.

Adrien Kiernan (President and Chair)
Diana Ellis (Treasurer)
Edmund Kam (Trustee)
Estelle Lebitschnig (Health & Safety Rep)
Pamela Lundrigan (Communications Committee Chair)
Elizabeth Zook (Job Evaluation Committee Chair)
Edmund Kam (Trustee)
Suzan Zagar (Trustee)
Rod Haynes (Business Agent)
Sally Bondy (Recorder)

The Chair called the meeting to order at 5:00 p.m.

1. Approval of Agenda

MOVED Ellis/Zook to defer the business arising until the Trustees had arrived.

MOVED Lundrigan/Berry approval of the Agenda as circulated. CARRIED

2. Approval of Minutes

Minutes of the meeting of August 4, 1987 had been circulated.

MOVED Ellis/Lundrigan approval of the minutes of August 4th as circulated. CARRIED

a. Contract Committee Report

Pamela Lunrigan reported on the Contract Committee stating that a copy of the most recent report is included in the Summer 1987: #3 issue of the newsletter. She advised that a sub-committee of four from the union (A. Kiernan, Rod Haynes, Pamela Lundrigan and Colin Banyard) and four from the University had been formed to study article 34. Ms. Lundrigan advised that the first meeting would be held Friday, September 11th and would be devoted to defining which clauses will be studied and revised. She further indicated that the sub-committee would welcome input on article 34.

S. Zagar expressed her concern with item #12 Initiation of Grievances, Article 35.03, as given in the Contract Report and the possibility of the union signing away its right to follow up a policy grievance after 30 days. It was also agreed that the Contract Committee would clarify the language and present it at the next Executive Committee. P. Lundrigan agreed to make note of S. Zagar's concern and agreed to keep in close

contact with her. The Executive also asked S. Zagar to consider sitting on the Contract Committee since she has had a lot of valuable experience with the union.

b. Grievance Committee

(i) Adrien Kiernan informed the Executive that Alannah Anderson had resigned and circulated her letter of resignation to the Executive. R. Haynes advised that A. Anderson had indicated that she would chair tomorrow's Grievance Committee Meeting. Susan Berry was asked and agreed to sit as Chair on the Grievance Committee until the end of December when the new elections are held.

(ii) Orientation

Rod Haynes advised that A. Anderson had offered to handle the orientation sessions and Edmund Kam also offered to do them if needed.

MOVED Zagar/Ellis to send a letter to Alannah Anderson thanking her for all of her work on the Executive.

c. Education Committee

(i) D. Ellis reminded Executive members that the first meeting of the Education Committee would be held on September 17, 1987 at 5:00 p.m. in the Union Office and that notice of this had gone into the last newsletter.

(ii) New Officer Training

D. Ellis advised that new officer training is being set up by Rod Haynes who reported that he had spoken to June Ross who has agreed to schedule the training on campus before the end of September for approximately three hours in the evening.

(iii) Shop Steward Training - Stress Course

D. Ellis indicated that the stress courses were being handled by A. Anderson and S. Berry. Rod Haynes indicated that the courses were on hold until the dates are confirmed.

(iv) MTS - Non-credit Courses

D. Ellis stated that the University offers courses in MTS to its employees and suggested the A-level introductory courses for anyone interested.

(v) UBC Continuing Education Computer Calendar

D. Ellis suggested that S. Bondy take the Advanced WP MS Word course which is being offered in November at a cost of \$180.

It was noted that neither Sally nor Rod are eligible for tuition waivers.

MOVED Ellis/Berry that Sally Bondy go to the course and that we pay for it.

P. Lundrigan offered to spend time with S. Bondy on the computer. E. Lebitschnig suggested as an option that S. Bondy take a course at B.C.I.T.

The above motion was voted on and DEFEATED

MOVED Lundrigan/Lebitschnig to table this item until the next Executive Meeting. CARRIED

(vi) CLC Weekend Seminars - October 3 - 4, 1987

D. Ellis circulated material on the weekend seminars and asked interested Executive members to let her know by the next Executive Meeting which courses they wanted to sign up for and advised that there would only be one course allowed per person at a cost of \$20.00 per course. Further discussion on this item was tabled to the next Executive Meeting.

(vii) Bill 19 - Boycott, Organizing Conference

Following a brief discussion about who should go to the conference, it was

MOVED Ellis/Lebitschnig to send Rod Haynes to the conference on September 20, 21, and 22nd. CARRIED

Joe Denofreo agreed to cover the office on the Monday or Tuesday and it was agreed that emergencies could be referred to the Chief Shop Steward.

d. Health and Safety Committee

Estelle advised that Karen Shaw had sent a letter resigning from the committee. Estelle also promised to bring a report on Stress to the next Executive Meeting. She indicated that she would like to get copies of any health and safety committee meetings held over the previous 6 months or so.

MOVED Ellis/Zagar that we send Karen Shaw a letter of thanks for all she has done for the union. CARRIED

Estelle stated that she has typed up a report on the VDT questionnaire and that key points will go into the newsletter and to the Contract Committee - the rest will go into the union office for reference.

e. Communications Committee

Elizabeth Zook indicated that she would give a report at the next Executive Meeting.

Suzan Zagar expressed concern with the letter published in the newsletter from Sandy Lundy and this was briefly discussed.

MOVED Zook/Lebitschnig that a policy should be set for the Communications Committee that they bring any contentious letters to the Executive for consideration. CARRIED

MOVED Kiernan/Lebitschnig that a letter be inserted in the next newsletter disclaiming responsibility for opinions put forward by members with the Letters to the Editor section of the newsletter. CARRIED

It was agreed that Suzan Zagar would draft a letter and bring it to the next Executive Meeting.

f. Chief Steward's Report

- (i) Susan Berry reported that Rod and Sally are redoing a list of Stewards as well as updating membership lists. Rod Haynes advised that he and Susan Berry are trying to set up a proper division structure using old documents to reconstruct it.

At this point in the meeting, it was
MOVED Zagar/Lebitschnig that during Executive Meetings we will have a five-minute break once every hour. CARRIED

ii) Steward Training

S. Berry advised that a conflict exists between Steward Training and negotiating meetings. She pointed out that Colin Banyard is a Steward in the Main Library and also is on the Contract Committee.

Joe Denofreo stated that he hoped as many Executive members could attend the October 16 and 17 Steward Training sessions as possible.

g. Treasurer's Report

(i) Financial Statements

Diana Ellis circulated the July, 1987 financial statements and advised that the statements have not been sent to the membership as yet. She indicated that the August month-end would be done on September 18.

(ii) Membership Cards

D. Ellis informed that the membership cards have all been typed by E. Robertson and will go out after they have been checked against the dues check-off mailing list in case there are any discrepancies. Ms. Ellis noted that there has been a suspected problem with some of our members not showing up on the dues check-off list and that this is a good way to cross-check our files with the University's.

(iii) Computer

D. Ellis reported that the union's original computer was an IBM PC with 256K and a floppy drive. This computer was upgraded to a PC XT with 640K, one floppy drive and two hard drives (20 mg./10mg.), but the power supply was never upgraded. D. Ellis gave the total costs as follows:

Replace floppy drive:	\$285.00
Lock out 'bad spots' on hard drive and upgrade power supply:	<u>\$452.50</u>
Total:	\$737.50

(iv) Printer

D. Ellis advised that the printer is still out for repairs and was supposed to be returned today but did not arrive.

D. Ellis indicated that we have received a price quote of \$1,950 on the IBM Quietwriter III printer we currently have on loan and that the previous printer was purchased two years ago at a cost of \$1,800.

MOVED Ellis/Lebitschnig that we purchase the Quietwriter printer at a cost of \$1,950 subject to membership approval. CARRIED

The Executive briefly discussed the options we have for the old printer, i.e. (a) that we look into options for

trading it in (b) try to get IBM to take it back or (c) trade it in for a dot-matrix printer. Further discussion on the old printer was tabled to the next Executive Meeting.

(v) New Computer for Union Office

D. Ellis advised that she is still looking into purchasing another P.C. and has an appointment set up with a possible supplier on September 25th. She also indicated that she will be setting other appointments in the near future. She advised that she is looking as well into other options such as an MTS account, but that would depend on the rates we would be able to get from the University.

(vi) CUPE Convention

The Treasurer circulated a report which will go into the next issue of the newsletter and advised that the total cost of the convention would be \$8,900.

MOVED Berry/Zagar a notice of motion for the General Meeting that Rod Haynes be approved by the membership to attend the CUPE National Convention as a non-voting member.

CARRIED

Suzan Zagar was asked by the Executive to attend the conference in Alannah Anderson's place. S. Zagar indicated that she would think about it. Elizabeth Zook agreed to think about attending if S. Zagar declined.

(vii) United Way Advisory Committee

D. Ellis advised that the first meeting would be held September 15 and the campaign in October. Diana noted that they would like more participation from the unions on campus and suggested that perhaps we could have a speaker at one of our General Membership meetings. Joy Langond, a prominent labour movement figure, was suggested by the Advisory Committee.

(viii) Meeting with Trustees

D. Ellis requested a meeting with the Trustees to discuss the six-month report we have to file with CUPE.

h. Trustee's Report

S. Zagar was asked to strike a small sub-committee (to include Rod Haynes) to propose changes to the bylaws

for the General Membership Meeting. S. Zagar promised to report at the next Executive Meeting.

4. Business Arising from the Minutes

- a. Involuntary Transfer - The Executive briefly discussed an involuntary transfer of one of our members.
- b. Business Agent's Role - A. Kiernan advised that she and other Executive members had gone over the Doris Hanson's Report with reference to Rod Haynes and Sally Bondy and their role in the office and how it is going to function. A. Kiernan noted that any work goes through Rod Haynes who goes to the Executive with recommendations. She indicated that she wanted to make it clear to leave job requests with Rod Haynes for prioritizing.

Rod Haynes advised that he will set aside the middle office for people so that S. Bondy is not being interrupted. He also asked if Executive members would let the office staff know ahead of time if they want something done. He suggested that we try to work as a team and acknowledged that all of the Executive members are working on other jobs. He pointed out that the duties of the Business Agent are on page 7 of the Doris Hanson report and were discussed at an informal meeting. He added that the report should be read as functioning within a group of people, i.e. the Business Agent and Secretary, the Executive and the Stewards.

c. Executive Committee Meeting Times

MOVED Kiernan/Lebitschnig to reconsider the Executive meeting times and to hold them on Monday nights at 5:00 p.m. on the second and fourth Mondays of the month.

DEFEATED

d. Patricia House Letter

The Executive briefly discussed the letter requesting that the union pay her legal expenses and it was agreed that Suzan Zagar would put a report together on the background of the events which led to the letter and pass all of the historical information on to Joe Denofreo to get a legal opinion from the CUPE legal department.

e. Ann Hilton Request

A. Kiernan advised the Executive that A. Hilton has requested that the union mail out her survey on mid-life women entitled "Predictors of Health Promotion in Midlife Women". A. Kiernan suggested that Dr. Hilton

be given time at the beginning of the General Membership Meeting agenda to speak and to send A. Hilton's letter with the General Membership Meeting Agenda. The Executive agreed to A. Kiernan's suggestions.

f. Sessional Employees' Committee

Rod Haynes advised that the Sessional Employees' Committee are forming a union and the letter received from the committee was read to the Executive. The Executive agreed that we send them a letter stating that we support their struggle.

As there was no more time, the meeting adjourned at 8:00 p.m.

The CUE Executive Meeting was held in the Union Office on Tuesday, September 22, 1987 at 5:00 p.m.

Diana Ellis (Acting Chair and Treasurer)
 Elizabeth Zook (Job Evaluation Committee Chair)
 Edmund Kam (Trustee)
 Suzan Zagar (Trustee)
 Estelle Lebitschnig (Health & Safety Rep)
 Pamela Lundrigan (Communications Committee Chair)
 Susan Berry (Chief Steward)
 Eileen Robertson (Recording Secretary)
 Sally Bondy (Recorder)

The Chair called the meeting to order at 5:00 p.m.

1. Approval of Agenda

It was agreed that items 2 and 3 be tabled under item #5.

MOVED Berry/Kam adoption of the Agenda as amended.

CARRIED

2. Committee Reports

a. Grievance Committee

Susan Berry advised that she did not have a report but she asked if there was something in the bylaws about the structure of the Grievance Committee. Suzan Zagar indicated that some changes are supposed to be made but have yet to be drafted.

b. Education Committee

(i) Orientation Course

Diana Ellis informed the Executive that the new officer training course would be held on Thursday, October 1, 1987 from 7:00 - 10:00 p.m. at a place to be announced. The instructor for this course will be June Ross who is from the Richmond School Board and works with CUPE. D. Ellis noted that Rod Haynes had gone to a lot of trouble to arrange this course and she indicated that we all need to take it.

(ii) Canadian Labour Council Courses

Diana Ellis advised that she had canvassed Executive members about their choice of Labour Council Weekend Seminars. Ms. Ellis read the list aloud and it was MOVED Robertson/Berry to approve that these people be allowed to take the courses. CARRIED

c. Communication Committee

Elizabeth Zook briefly reported that a letter was received from a member regarding Pamela Lundrigan's editorial. She asked if a disclaimer letter had been prepared and it was agreed that E. Zook would look after this. D. Ellis also asked S. Zagar if she had prepared a rebuttal to the S. Lundy letter. S. Zagar replied that she had a problem with the role of the Trustee on the Executive and would like to address the rebuttal letter under the Trustee's Report.

d. Chief Steward's Report

Susan Berry informed that a notice has gone out booking 13 people off to attend the Steward Training Course and that she is meeting with Rod Haynes to discuss a campaign to pump up the stewards' list.

e. Treasurer's Report

D. Ellis advised that the membership cards are nearly done and will be mailed later this week.

She indicated that we are still waiting to hear about the old printer and that we have updated the labels.

She noted that the August month-end statements will be forthcoming and July statements will be submitted to the Communications Committee for publication.

D. Ellis reported that it will cost \$125.00 (minimum) to change the airline ticket from A. Anderson's name to whomever is going to the CUPE Convention. She further advised that we have received confirmation from the Chateau Laurier Hotel for all CUE delegates. She also stated that Elizabeth Zook has stated she will be going to the conference and has suggested buying cancellation insurance just in case there is a problem. There followed a lengthy Executive discussion on the procedures followed in making the travel arrangements and it was pointed out that the CUPE procedures should be followed but that travel arrangements should be very carefully made to ensure there are no illegalities.

f. Trustee's Report

S. Zagar indicated that her report directly arises from the previous discussion on the travel arrangements made. Ms. Zagar stated that she was very concerned about the role of Trustees and that it seemed to her that Trustees have an obligation to monitor many things that are happening including the role and actions of

the Executive. Ms. Zagar stated that individual members of the Executive should not be making decisions which break the law, or which break our bylaws or contract. She added that the reality is that it happens and the onus is on the Trustees to prevent those actions before they take place. Susan stated that she felt very strongly, therefore, that Trustees should have the power to say "no" when something of this nature happens. She stated that she thought we needed an amendment to our bylaws.

Diana Ellis pointed out that the CUPE Constitution outlines procedures which you follow if there are irregularities in the way the Executive is operating. First of all, you bring the irregularity to the Executive and if you don't get satisfaction there, you go to the membership. If you don't get satisfaction from the membership, you go to CUPE. This is the procedure and the way it should be done. You do not act on your own.

S. Zagar stated that she did not agree and that two of the highest members of the Executive were choosing to break the law by allowing one member to use an airline ticket which was made out in another name and which had already been purchased and was non-transferable.

D. Ellis stated that the law was not broken and that S. Zagar had not given her a chance to try to change the ticket.

S. Zagar stated that Adrien had told her that the Trustees have one voice and one vote and can go to the membership with any of their concerns. S. Zagar stated that this was what she was left with and that she was also told she was foolish and irresponsible. Ms. Zagar pointed out that she was also concerned about the status of our President and stated that it seemed to her that we did not have a President at this point. Either individual members of the Executive should not be making decisions which are immoral or unethical or the role of the Trustees should be to prevent these things before they happen and the Trustees should have the authority to veto Executive actions that break the law.

D. Ellis advised S. Zagar to wait until A. Kiernan was present before making changes to the bylaws. She also asked Suzan about the status of the current bylaws.

Pamela Lundrigan pointed out that the proper procedure should be followed in making travel arrangements, but no one member of the Executive should be allowed to veto. D. Ellis pointed out that she had only known

since the beginning of this week that E. Zook could go since she has a reclassification pending. P. Lundrigan noted that S. Zagar was very conscientious and followed the letter of the law, but asked what would happen if we got a Trustee in here who could undo the work of an entire democratic vote. Pamela noted that it would be a dangerous precedent and a dangerous undemocratic principle. She pointed out that there is a better way to get around this to ensure that the Executive toes the legal line.

Suzan stated that she was concerned about actions taking place before members meet.

S. Zagar stated that she was submitting her resignation tomorrow and that the proposed bylaw changes would be handed over to E. Kam. Susan Berry indicated that she was sorry to hear this and that she realized how tired Susan was.

S. Zagar stated that she had concerns about A. Kiernen going to the convention while on sick leave. She also stated she had concerns about the P. House file and has not been able to get together with Joe Denofreo to discuss it. D. Ellis informed that J. Denofreo was unavailable until next week. Estelle stated that Joe should oversee the P. House issue and S. Zagar said she would be available to discuss it.

3. Approval of Minutes

Minutes of the meeting of September 8, 1987 had been circulated.

MOVED Kam/Lundrigan adoption of the minutes as circulated. CARRIED

4. Contract Committee Report

Pamela Lundrigan reported that the Sub-committee on Article 34 have met and pointed out that we are emphasizing seniority and job security. Ms. Lundrigan advised that the next meeting is one week from Wednesday and that the CUE committee will meet next Monday to discuss three proposals the University has given us on article 34. She further advised that on October 16, the sub-committee reports to the joint bargaining committee and that at the November 12th negotiating meeting, the University will present their wage and compensation package.

Suzan Zagar stated that year after year we have to accept a package and take it or leave it.

5. Business Arising

Letter from Member - The letter addressed to the Editor of the newsletter was discussed and it was agreed that Pamela Lundrigan would respond and publish both letters.

6. Health and Safety Committee

Estelle Lebitschnig reported that she had been nominated and accepted the position as Chair to the University Health and Safety Committee. She advised also that there are two or three people from other CUPE locals sitting on the Health and Safety Committee and yet she and Karen Shaw are the only reps from CUE. She indicated that we have to get someone else on the committee. D. Ellis suggested that Estelle discuss this at the October 6th General Membership meeting. She was also asked to do an article on health and safety for the newsletter.

7. New Business

United Way

D. Ellis reported that the campaign starts September 23, 1987 and a film on the United Way will be shown after the General Meeting. She asked to have a pamphlet sent with the next newsletter.

D. Ellis asked the Executive to consider giving one dollar for every member who donated and advised that CUPE 116 matches members' donations dollar for dollar. The Executive briefly discussed this issue and decided against it. Estelle suggested that we choose one particular charity to contribute to. P. Lundrigan stated that members currently contribute on their own and that she was opposed to the above.

The meeting adjourned at 6:30 p.m.

The Cue Executive Meeting was held in the Union Office on Thursday, November 12, 1987 at 5:00 p.m.

Flo Gibbons (Acting Chair and 1st Vice-President)
 Diana Ellis (Secretary-Treasurer)
 Eileen Robertson (Recording Secretary)
 Susan Berry (Chief Steward)
 Estelle Lebitschnig (Health & Safety Rep)
 Elizabeth Zook (Chair, Communications Committee)
 Edmund Kam (Trustee)
 Colin Banyard (Trustee)
 Rod Haines (Business Agent)
 Sally Bondy (Recorder)

Guest: Jean Elko

Regrets: Adrien Kiernan and Pamela Lundrigan

Flo Gibbons called the meeting to order at 5:05 p.m.

1. APPROVAL OF AGENDA

Diana Ellis amended the agenda to move item 8 (a) to item # 1 (a).

MOVED Lebitschnig/Berry adoption of the Agenda as amended. CARRIED

(a) 2 Requests for Special Work Programs

(i) Jean Elko who is the Shop Steward in the Registrar's office was introduced and welcomed to the meeting.

Diana Ellis briefed the Executive on the request from Personnel Services. She read a letter from them which was received in October and which advises that the Registrar's Office is interested in pursuing a work opportunity programme as proposed by the Simon Fraser Society for Mentally Handicapped People. She explained that the Registrar's Office is in the process of implementing a file management system for all student files and would like to use the resources of the Society in a one-time conversion of back-logged documents. She further advised that this project is expected to take six months to complete.

Jean Elko pointed out that by pursuing this work opportunity program, the University and the Union would be providing a community service to the mentally handicapped. She explained the program as one in which the Society trains the handicapped in various jobs. She advised that the work in the Registrar's Office

would require 3 workers (1 supervisor plus 3 workers) at a cost of \$23.50 per hour all inclusive, or \$164.50 per day at a total cost of \$19,740.00. Ms. Elko also described the 'work station' as a work group of employable handicapped people who are subcontracted out to various employers and who fulfill a specific need for a company or business.

J. Denofreo pointed out that this request is a contracting out situation and that if the job needs doing, it should be hired out. He stated that our policy is that we are opposed to contracting out if it is work that would normally be done in our bargaining unit.

Jean Elko pointed out that the society is a non-profit society which provides handicapped people with employment. Estelle stated that we have an obligation to society to support these types of programs, although we do have to consider our own employees if it is a case of taking work from our own employees.

There was further discussion on the above issue and it was
 MOVED Ellis/Zook that the Executive recommend against this program. CARRIED

The Executive agreed that the above Executive recommendation should go to the December 1st. General Membership Meeting for discussion and ratification.

(ii) Kitsilano Workshop - Training Program in Financial Services

Diana Ellis read a letter which answered a previous University request for contracting out. Diana explained that we have to decide whether or not to place someone else in the position for one month.

MOVED Ellis/Lebitschnig that Bob Francescon be substituted for Alex Verkade and that this be allowed for approximately one month. CARRIED

2. APPROVAL OF MINUTES

Elizabeth Zook amended the minutes under the Communications Committee Report, page 2, line 2, to change the name E. Zook to Pamela Lundrigan.

MOVED Ellis/Berry adoption of the minutes of September 22, 1987 as amended. CARRIED

3. BUSINESS ARISING FROM THE MINUTES

Education and Orientation Courses

Rod Haynes reported that the Education and Orientation Course was very disappointing because people had asked for this course and stated that he had done a lot of lobbying at the CUPE National Office to get June Ross to change her schedule, but that he and June were the only two people who showed up for the course. He suggested that a letter of apology be sent to June Ross and this was agreed to by the Executive. It was also agreed that another Education and Orientation Course would be offered next year and that the new Executive would be canvassed before the course to ensure that there would be a good turnout.

4. PRESIDENT'S REPORT

This report was tabled.

5. TREASURER'S REPORT

Diana Ellis reported that the August financial statements have been prepared and will be published in the next newsletter. Diana asked if an informal session could be set up in the new year to explain the financial statements. Diana also indicated that she was working on a budget, but would wait until the new year when a new Executive is in before presenting it.

D. Ellis reported that she was still waiting to hear about the old printer, but that IBM will not take a trade-in.

Diana informed that since she had just returned from vacation, she has not had a chance to do the costs for the CUPE Convention, but that she would prepare that shortly.

The Treasurer indicated that we have received our Union certification as local 2950.

D. Ellis advised that we have received a letter from Personnel Services about optional life insurance and that this had already been discussed informally. Ms. Ellis indicated that she would personally like to say 'no' to this request. Joe Denofreo pointed out that if the person did not make the payments, the insurance would lapse. The Executive briefly discussed this issue and it was

MOVED Ellis/Zook that we do not pay this premium for our members. CARRIED

It was agreed that an item on the above should go in the newsletter.

Diana complained that there was a lot of copying going on in the office and that in future we should use more discretion so as to cut down on costs.

6. BUSINESS AGENT'S REPORT

Rod Haynes reported that a lot would come up under Committee Reports but that he would highlight a few items.

R. Haynes advised that S. Bondy's sons had moved the file cabinets into the file room. Sally was asked to thank her sons for their work.

Rod proposed that we get a new answering machine as the present one was obsolete. He suggested we look at Sanyo machines for less than \$200. Diana Ellis agreed to come to the Executive with recommendations.

The CUPE convention was very informative and covered not only CUPE business, but topics of broad social importance. Records are available in the Union office.

Mr. Haynes briefly reported on grievances and in particular, highlighted the current situation in the Medical Genetics Unit at Grace Hospital where 20 of our members are affected. Mr. Haynes indicated that on the surface, it was a question of funding, but that beneath it many other factors are at play. Rod further reported that Pamela Lundigran has suggested that Flo Gibbons (or someone else) attend any future meetings. Flo Gibbons stated that she would like to attend and it was also agreed that Susan Berry as Chief Steward could attend.

Mr. Haynes indicated the bylaws were a major area of concern and that he has carefully gone through them and made notes for Executive consideration.

Mr. Haynes noted that we need to be planning Division meetings and set them up soon. Diana Ellis pointed out that a meeting caucus is supposed to be set up in the Library to which we are planning to send 2 delegates. Alannah Anderson and Ann Hutchison were suggested as delegates.

Rod Haynes requested one day (Friday, November 20, 1987) off and this was approved. Mr. Haynes also drew the Executive's attention to a request from Sally Bondy for leave from November 23 - 27, 1987 in lieu of overtime. This request was granted.

COMMITTEE REPORTS

a. Contract Committee Report

Joe Denofreo reported that we could expect a full offer at the November 18th meeting. He also advised that wages, retroactive pay and benefits were the top three priorities and that other issues had been discussed (i.e. special leave with pay for a sick person at home and leave for a moving day, as well as vision care and a fuller dental care package.) Mr. Denofreo stated that he was hopeful that we could analyze the University's offer and bargain many hours, if necessary, to hopefully reach a settlement at the November 24th Negotiating Meeting. Mr. Denofreo advised that average settlements are currently ranging from 2.7 - 3.2 %.

b. Grievance Committee Report

Susan Berry reported that an emergency Grievance Committee Meeting has been called for Monday night to discuss the situation in the Medical Genetics Unit at Grace Hospital.

c. Education Committee Report

Diana Ellis advised that she is trying to get at least one scholarship for the Harrison Hot Springs Winter School for one week in mid February. Joe Denofreo advised that the Scholarship covered everything (room/board/travel) but the applicant's wages.

Estelle asked if there would be a Health & Safety Convention coming up in the Spring and was advised that Joe Denofreo would look into this.

D. Ellis advised that a Canadian Labour Congress Conference dealing with Privatization was coming up November 17 and 18 and that although this was short notice, we should be sending 2 people to the convention.

MOVED Ellis/Berry to send 2 people to the 'Public Sector of the Future' Conference and to consider Shop Stewards if Executive members cannot attend.

CARRIED

It was agreed that the two people would have to decide by tomorrow.

Rod and Susan Berry briefly reported on the Shop Stewards Training Course indicating that it was very useful. Flo Gibbons stated that she had gotten a lot out of it and complimented George McLaughlin on his organization of the Training Course.

Diana Ellis indicated that we will have to set long-term goals on education and Rod Haynes suggested a strategy session or possibly a 2 day retreat to discuss various issues.

d. Health and Safety Report

Estelle reported that we have two new reps on the University Health and Safety Committee - Lisa Brown and Debra Dobie. Estelle also advised that they were currently preparing for the Health and Safety Week in February, 1988. Estelle stated that she was looking for health and safety information. Joe Denofreo offered to help in this area. Estelle reported that she would like to see more minutes to Safety Committee Meetings from various areas on campus. It was suggested that one way to do this would be to instruct Stewards to send them to us. Joe Denofreo suggested bringing this issue up at a Labour Relations Committee Meeting. Rod Haynes suggested that there should be a CUE rep on every Safety Committee on campus.

e. Trustee's Report

This report was tabled. Colin Banyard advised that he has been going through the bylaws and will prepare a report on them as soon as he can.

f. Communications Committee Report

Elizabeth Zook stated that she was working on the CUPE Convention report and asked that the Communications Committee Report be tabled.

8. NEW BUSINESS

a. Pat House

The Pat House situation was briefly discussed. It was suggested that someone who has been on the Executive during the time the events took place go through the Pat House file for a chronological sequence of events and ask any legal questions which might arise of the CUPE lawyer. Diana Ellis stated that although she had not been here for all of the time, she would try to go through the file. It was pointed out that Suzan Zagar wished to be present at the General Membership Meeting but will not be able to attend the December 1st meeting.

b. Executive Meeting - November 17, 1987

It was agreed that just the new business items be covered at the November 17th Executive Meeting plus an item which relates to the Pension Fund Board.

c. Pension Fund Board

There was a brief Executive discussion about CUPE 116 Candidates running for the Pension Fund Board. Diana Ellis suggested that we should give support to the CUPE 116 candidates. Rod indicated that he had not received any notice of the election of the Pension Plan Board. This was also suggested as an item which should come up at the Labour Committee meeting and it was agreed that this item should go on the General Membership Agenda.

d. Planning of Next Membership Meeting

Diana Ellis asked if anyone had any other items for the General Membership Meeting Agenda. The following items were put forward:

- Nominations for new Officers
- Society for Mentally Handicapped People Work Program
- Optional Life Insurance
- Pension Board
- Convention Report

- Contract Report

- Discussion of Additional Help in the Union Office

e. Discussion of Additional Help in Union Office - Report circulated with Agenda

Elizabeth informed that she would like to raise this item at the November 17th Executive Meeting and asked Executive members to look at the circulated report and bring recommendations to next week's meeting.

Rod spoke on this item, stating that someone was needed to get the backlog of filing done for a certain period of time; that this would be a term position and would involve 20 hours per week. It was agreed that this should go to the membership for approval. Further discussion on this item was tabled until next week.

b. Discussion of Convention and Reprimand to 2 Members who missed day sessions while being paid

Diana Ellis stated that she felt the President and Pamela Lundrigan should be present and that she was disappointed that they were not at the meeting. Rod Haynes noted that Susan Berry, the other person to be reprimanded was present and asked that the reprimand go ahead. Susan Berry was reprimanded for missing sessions at the CUPE Convention. She expressed regret and apologized.

MOVED Lebitschnig/Ellis that Susan Berry be asked to continue as Chief Shop Steward. CARRIED

The meeting adjourned at 7:30 p.m.

File: Nov12ex2

Canadian University Employees
Balance Sheet
31 August 1987

ASSETS

GENERAL FUND		
Current		
Cash	62,838.68	
Petty Cash	190.00	
Short Term Deposits	1,714.14	
Accounts Receivable	26,100.70	
	<u>90,843.52</u>	
Fixed		
Furniture & Fixtures	4,816.97	
Computer Equipment	9,122.70	
Assets under Capital Lease	6,519.51	
Less accumulated depreciation	(9,773.78)	
	<u>10,685.40</u>	
Total fixed assets	101,528.92	
STRIKE FUND		
Cash & Term Deposits	26,084.97	
Investments at Market Value at 31/8/87	138,443.00	
Estimated amounts receivable	0.00	
Due from General Fund	0.00	
	<u>164,527.97</u>	
	<u>266,056.89</u>	
LIABILITIES & EQUITY		
GENERAL FUND		
Current		
Accounts Payable	29,432.46	
Payroll Clearing	0.00	
Estimated amounts payable	6,040.62	
	<u>35,473.08</u>	
- Obligation under Capital Lease	(2,161.99)	
- Due to Strike Fund	0.00	
- Equity - Beginning of Year	(14,288.29)	
Un (Over) expended Revenue - Current Year	49,605.56	
	<u>101,528.92</u>	
STRIKE FUND		
Strike Fund Balance	164,527.97	
	<u>266,056.89</u>	

Canadian University Employees

Statement of Income

8 Months Ended 31 August 1987

	Curr. Month This Year	Actual Yr.- to-Date
REVENUE		
Dues & Initiation Fees	25,942.70	204,285.36
Interest Income	114.68	873.35
Donations and Other	0.00	0.00
C.U.P.E. Grant	6,000.00	27,000.00
Expense Recovery	0.00	1,626.26
	<u>32,057.38</u>	<u>233,784.97</u>
EXPENDITURES		
Arbitration Expense	0.00	298.10
Contribution to Strike Fund	0.00	0.00
Course Fees and Conferences	3,602.00	4,187.74
Depreciation	246.55	1,853.44
Donations	0.00	0.00
Subscriptions	0.00	409.00
Equipment Lease	0.00	224.80
Executive & Committee Expenses	303.36	1,656.70
Exec & Comm Booking Off	1,500.00	5,318.83
Insurance	0.00	758.44
Interest & Bank Charges	8.40	656.76
Legal/Accounting Fees	375.00	3,136.00
Medical Benefits—Members	755.90	4,724.11
Newsletter	680.26	1,434.98
Office Supplies	548.88	5,948.01
Per Capita Tax — C.U.P.E.	14,071.52	110,415.81
Petty Cash Expense	0.00	0.00
Postage/Courier	66.40	521.86
Printing	919.10	1,309.90
Professional & Consulting	0.00	0.00
Rent & Taxes	450.00	3,564.76
Repairs & Maintenance—General	80.00	1,343.23
Repairs & Maintenance - Equip	75.00	75.00
Salaries - Union Office Staff	7,719.16	31,804.37
Benefits - Union Office Staff	340.51	1,491.72
Taxi & Parking Expenses	3.50	848.30
Telephone	187.58	1,559.36
Utilities	68.00	638.19
	<u>32,001.12</u>	<u>184,179.41</u>
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES FOR THE PERIOD	<u>56.26</u>	<u>49,605.56</u>

Canadian University Employees
Balance Sheet
30 September 1987
ASSETS

Canadian University Employees
Statement of Income
9 Months Ended 30 September 1987

GENERAL FUND	
Current	
Cash	67,955.75
Petty Cash	200.00
Short Term Deposits	1,719.75
Accounts Receivable	25,131.22

	95,006.72

Fixed	
Furniture & Fixtures	4,816.97
Computer Equipment	9,122.70
Assets under Capital Lease	6,519.51
Less accumulated depreciation	(10,020.33)

	10,438.85

	105,445.57

STRIKE FUND	
Cash & Term Deposits	26,084.97
Investments at Market Value at 31/8/87	138,443.00
Estimated Amounts Receivable	0.00

	164,527.97

	269,973.54
	=====
LIABILITIES & EQUITY	
GENERAL FUND	
Current	
Accounts Payable	30,351.85
Estimated Amounts Payable	9,026.57

	39,378.42

Obligation under Capital Lease	2,161.99

Equity - Beginning of Year	14,288.29
Un(Over) Expended Revenue - Current Year	49,616.87

	63,905.16

	105,445.57

STRIKE FUND	
Strike Fund Balance	164,527.97

	269,973.54
	=====

	Curr. Month This Year	Actual Yr.- to-Date
	-----	-----
REVENUE		
Dues & Initiation Fees	24,973.22	229,258.58
Interest Income	226.49	1,099.84
Donations and Other	0.00	0.00
C.U.P.E. Grant	0.00	27,000.00
Expense Recovery	0.00	1,626.26
	-----	-----
	25,199.71	258,984.68
	-----	-----
EXPENDITURES		
Arbitration Expense	0.00	298.10
Contribution to Strike Fund	0.00	0.00
Course Fees and Conferences	263.00	4,450.74
Depreciation	246.55	2,099.99
Donations	0.00	0.00
Subscriptions	183.00	592.00
Equipment Lease	0.00	224.80
Executive & Committee Expenses	47.69	1,704.39
Exec & Comm Booking Off	128.00	5,446.83
Insurance	0.00	758.44
Interest & Bank Charges	6.00	662.76
Legal/Accounting Fees	375.00	3,511.00
Medical Benefits--Members	610.74	5,334.85
Newsletter	1,994.78	3,429.76
Office Supplies	1,149.17	7,097.18
Per Capita Tax -- C.U.P.E.	13,384.86	123,800.67
Petty Cash Expense	0.00	0.00
Postage/Courier	21.05	542.91
Printing	512.75	1,822.65
Professional & Consulting	0.00	0.00
Rent & Taxes	450.00	4,014.76
Repairs & Maintenance-General	111.00	1,454.23
Repairs & Maintenance - Equip	0.00	75.00
Salaries - Union Office Staff	4,743.83	36,548.20
Benefits - Union Office Staff	565.86	2,057.58
Taxi & Parking Expenses	0.00	848.30
Telephone	0.00	1,559.36
Utilities	395.12	1,033.31
	-----	-----
	25,188.40	209,367.81
	-----	-----
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES FOR THE PERIOD	11.31	49,616.87
	-----	-----

Canadian University Employees
Statement of Strike Fund Balance
8 Months Ended 31 August 1987

Balance, Beginning of Year	138,670.27
Contribution from General Fund	0.00
Member Assessment for Strike Fund	0.00
Investment Earnings	25,858.70
Disbursements	1.00
Forgiven General Fund Obligation	0.00

Balance as of 31 August 1987	<u>164,527.97</u>

Canadian University Employees
Statement of Strike Fund Balance
9 Months Ended 30 September 1987

Balance, Beginning of Year	138,670.27
Contribution from General Fund	0.00
Member Assessment for Strike Fund	0.00
Investment Earnings	25,858.70
Disbursements	1.00
Forgiven General Fund Obligation	0.00

Balance as of 30 September 1987	<u>164,527.97</u>