



March 4th, 1987

Memo to: Gwen Gregor  
and  
Philomena Vacheresse  
The University of British Columbia  
Library

From: Adrien B. Kiernan, President  
CUE.

Dear Gwen and Philomena:

I am in receipt of your letter directed to the Executive of the CUE Union and received March 3rd, 1987, with respect to the CUE General Membership Meeting of February 26th, 1987. I thank you for taking the time to write the letter and for the points you made and also for submitting an opinion in with the Ballot.

I am not quite clear about what behaviour you found disgraceful and what gestures that you are referring to in your letter. I certainly did not feel that any members of the present Executive laughed or found any of the points of views expressed by various members as funny at the meeting. I did make a gesture at the meeting of running my finger across my throat indicating that I had "cut my own throat". This gesture was made with respect to myself since I was at fault and admitted so at the meeting for having circulated a copy of the Executive Minutes with the name of a grievor contained in them. I apologized by phone to the grievor and the apology was accepted. Furthermore, I explained at the meeting how this had happened and apologized for having done so. I am not perfect and I do sincerely apologize for this error.

My intent in circulating the minutes is not to compromise any member of this union, but instead, to let the membership know what Executive decisions are being made on their behalf in order to better the communications with the membership. We will ensure that no confidential material with respect to grievances goes into future minutes. We have developed a mechanism to do this by asking each of the various committees to submit their minutes to the Executive and they will speak to them. The Executive will accept the minutes and approve the actions of the various committees where necessary. I can assure you both that in future there will be no member compromised.

The comments I made such as excessive booking off I feel were responsible ones, given our financial situation. There has been no budget for guidance in spending, nor did we even know just how much was being spent, and that is not a responsible way to operate, most especially a Union which is the administration of other people's money. The statement about double salaries is fact and not error. We did have to pay for replacement of a Union Rep while one was on a paid leave. This is a fact of life, however unfortunate.

I sincerely hope that I have clarified some of your concerns through this letter and would be most happy to talk with you at any time if you should wish it.

To the CUE executive:

We feel that the behaviour of the present executive was both disgraceful and childish at the last membership meeting. To see our executive laughing and making disparaging gesturing while a member was speaking at the microphone (concerning the damage done to a member of our union and our employee) was disgusting.

We feel that an apology ought to be made to the past president and previous executive as wrong doing was implied when comments concerning "excessive booking off" and "double salaries" were made.

We also feel it is totally improper to send out the minutes of executive meetings to the general membership as this makes confidential information available to the university community.

It would appear that our present executive is being pressured to join with CUPE NDW. We entered into a "service" contract with CUPE two years ago for which CUE paid CUPE approximately \$13,000 per month for various services. The terms of the affiliation should be in writing- ie, will the financial assistance continue? how much assistance will we receive and for how long? Will there in fact be a full-time representative on campus? There seems to be little security in sharing a staff representative with seven other locals. The membership should be made aware of exactly what we can expect from CUPE. In our opinion, this information was not made clear in the information package or at the membership meeting.

CUE has the largest membership on campus and our past executive and contract committees have negotiated excellent contracts for our membership (taking into account wage controls and cutbacks by the provincial government). As compared to various national unions, CUE may not be a powerful union, but in numbers we have a definite clout on campus. Our membership encompasses almost every faculty and department on campus. It is our understanding that if we affiliate with CUPE we will be one of the largest CUPE locals in BC. A public response to this would be appreciated at the next general membership meeting.

Respectfully yours,

*Gwen Gregor (Library)*  
*Philomena Vacherasse (Library)*

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