

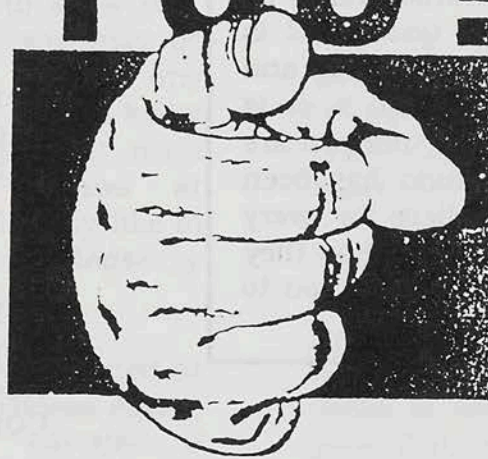


# ON CUE

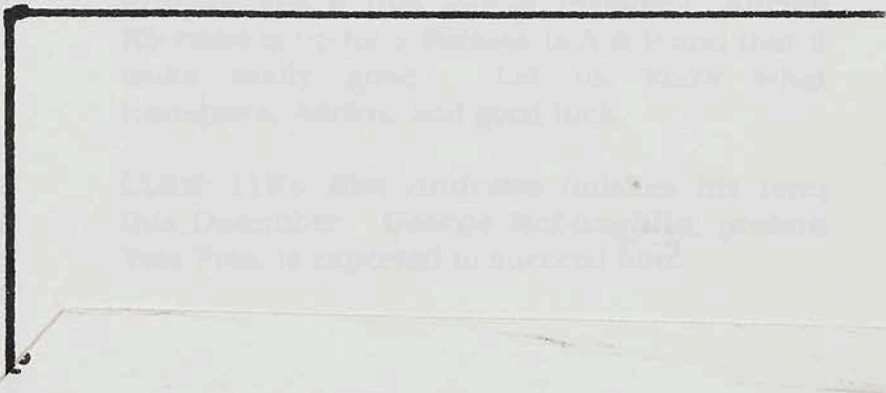
---

THE  
UNION STARTS  
WITH

**YOU!**



**October 1988**



## COMMUNICATIONS COMMITTEE REPORT

Our newsletter has a new format (just in case you haven't noticed). We are benefiting from one of members taking a newsletter course and returning full of wonderful new ideas. We hope that you find the new and improved newsletter more professional, easier to read and full of all the things you want to see in YOUR union newsletter. Write us a letter and let us know what you think.

We are also looking for new members for our committee, so if you would like to help publish "ON CUE", call Rebecca at the union office (224-2308). Your help would be greatly appreciated.

## EDITORIAL

"There are those who view the union movement and their own union in the narrowest possible terms. To them it is the union's business to negotiate wages and working conditions and to protect members and their jobs. We know, of course, that our union is much more than that. It is the right of every member to attend meetings and to influence the direction their union takes by voicing their opinion and voting on issues. It is simply not good enough to sit in the staff room and complain over coffee over what the union is or is not doing for its members. Whether or not you are satisfied with the direction your union has been taking to date, the opportunity is there for every member to be as active and as influential as they choose. **THIS IS YOUR UNION!** It is up to you to make it what you would have it be."

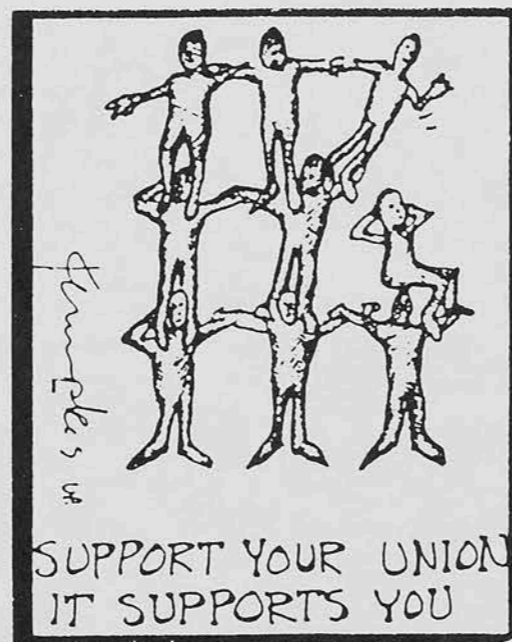
Heather Inglis  
Vancouver Public Library  
Staff Association  
CUPE 391

Although the above letter was written by a member of another union, it reflects EXACTLY what is happening here in our own union.

Diana Ellis

## IN THIS ISSUE ...

President's Report	3
Names in the News	3
Grievance Committee Report	4
Collective Bargaining Process	5
from Becca's desk	6
Executive Minutes	7
August 10, 1988	
August 24	
September 7	
Personals	10
Did You Know...	10
Financial Statements	11
June, 1988	
July	
August	
CUE Representatives List	15
Generic Calendar	15
Recruitment Campaign	16
Contract Report	16



## President's Report

**Membership Meetings:** Our membership meeting on the 15th of September was attended by approximately 80 members. During the meeting, several pleas for volunteers were made, and 30 of those 80 signed up for various commitments. I would like to thank each and every one of those people for participating. It was a wonderful response. I would also like to comment on how well the meeting went. There were some controversial items on which I expected some heated debate, but although discussion did occur, it was courteously done. It was a pleasure to chair such a meeting, and I look forward to our next.

**Recruitment Campaign:** Marion Gordon (former Chief Shop Steward) and I attended our first recruitment meeting with members from GSAB this past Tuesday (13th). We were quite disappointed when only three members (out of a possible 86) turned up. "Thanks" to Barb Alivojvodic, Chuck Erickson, and Susan Claybo for being so supportive. This campaign is not just to recruit committee members, as Marion pointed out in the meeting the other day. It is also to get to know you, discover what kind of situations you may be experiencing in your workplace, answer any questions you might have, and to let you know what your union is involved in, in a more thorough fashion than time allows at membership meetings. We would really like to see you at the meeting in your area. **Please** try to attend. Thank you.

**New Business Agent:** As reported at the membership meeting, our Business Agent, Rod Haynes, has resigned, effective 6 November. The hunt for a replacement is on. A Hiring Committee was struck, composed of: myself, Shirley Irvine, Diana Ellis, Susan Claybo, Marion Gordon, and Kitty Byrne. We will be meeting Mondays (hopefully) at the Union office, so if you have any comments or questions, you know where to reach us. Feel free.

I would also like to take this opportunity to thank Rod for all the work he has done, and to wish him all the best for the future.

**Telereg:** As reported in our last meeting, Jill Tolliday of Personnel, is studying the ramifications of the new Telereg duties on the classification structure. She will be reporting to the C.U.E.-U.B.C. Labour Relations committee in October.

**President's Sexual Harassment Committee:** As you know, we declined involvement with this committee. We have learned that we were not the only ones - neither the Faculty Association and CUPE 116 voted to send representation. Looks like this committee won't have much to do...heh...heh...

**Bylaws:** The bylaws should be coming your way sometime in October, for discussion and ratification *hopefully* in November. You are now being warned that you should bring your copy of the bylaw amendments to that meeting.

## Names in the News:

**Marion Gordon** has regretfully had to resign from her position as Chief Shop Steward, but is still actively involved in the Union. This is a personal thank you from me to you, Marion, for your continuing support and friendship.

After a lengthy health problem, **Chuck Erickson** is back! Not quite up to his former level of energy, but all there in spirit. Welcome back, Chuck, and hope you're feeling better soon.

Walking Catastrophe **Susan Berry** (aka "Woman Looking for an Accident to Happen") is back at work after 6 weeks or so of sick leave. A word to the wise: if Susan offers you a ride home in her car, throw your hands in front of your face and run the other way, screaming "NO, NO, Please!!" ... ha ha ha... Susan figures she'll be stewarding again within a short time. We would love to have her back.

**Shirley Irvine** has been acclaimed as our 1st Vice-Pres. - a position which is tied to Chair of the Grievance Committee, which is Shirley's forte. Welcome aboard, Shirley.

Rumour has it that former President, **Adrien Kiernan** is up for a Reclasse to A & P and that it looks really good. Let us know what transpires, Adrien, and good luck.

CUPE 116's **Ken Andrews** finishes his term this December. **George McLaughlin**, present Vice-Pres. is expected to succeed him.

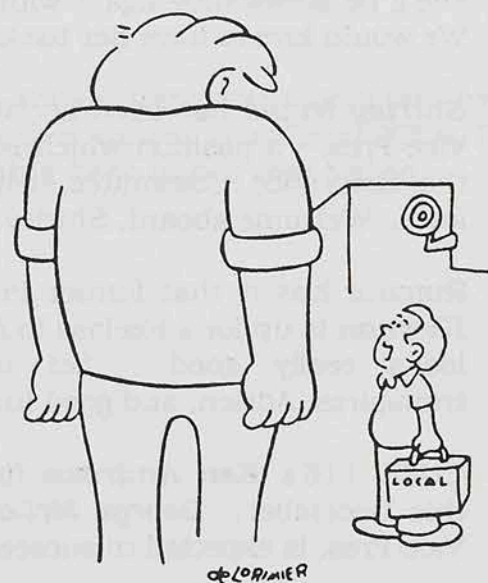
## GRIEVANCE COMMITTEE REPORT

As the newly elected chairperson of the Grievance Committee I must inform you that the Committee urgently needs more members.

This committee, which meets to discuss all the grievances of CUPE members (which are filed by shop stewards), provides an unusual opportunity to gain an inner view of the University (i.e. which departments are "trouble spots", etc.). Some of the issues we deal with in grievances are: disciplinary matters, impact of employee health problems, interpersonal conflict, sexual harrassment, and technological change.

The main task of the Grievance Committee is to uphold the Collective Agreement. The strongest collective agreement becomes useless if the employer is allowed to ignore or contravene it. Furthermore, if we allow the employer to violate articles in the Collective Agreement repeatedly, we lose the benefit of those articles even though they continue to exist on paper. If violations are not grieved, then at some future date the University may be able to argue "past practice" before an arbitrator to show that the Union, by not grieving those violations in the past, had previously "accepted" the employer's interpretation of the Collective Agreement. Grievances, therefore, are important because they provide an avenue of redress for individual employees and because they preserve the rights of our membership for the future. The process of contract administration (or preservation) can only be carried out by an effective Grievance Committee and shop stewards as well as a vigilant membership.

The Grievance Committee normally meets twice a month from 2:30 to 5:30 p.m. Anyone who would like to join please contact me at work (224-8333) or leave a message with the Union Office at 224-2303.



Shirley Irvine  
Chairperson  
Grievance Committee

"WE'D LIKE YOU TO BE ON  
OUR GRIEVANCE COMMITTEE."

# The Collective Bargaining Process

Article five in the series on the collective bargaining process. This and all other articles in this series are from *The Collective Bargaining Process, Level 3, CUPE 6 Level Certificate Program*.

Diana Ellis - Education Committee

## Union Bargaining Committee

The terms *management team* and *union team* are frequently used when discussing labour and management relations. With any team, there should be a captain. On the union side, this person should be the full-time union representative. This individual is the *professional* negotiator in the union group and should be the *captain* of the union team.

Very often, the other members of the union team only participate in negotiations once every two years, whereas the full-time representative is working at it constantly. This doesn't mean that the committee members are not needed. In fact, the committee members play a significant role in the bargaining process. They know the workings of the establishment and the management people who handle labour relations. They are aware of past practice and precedent-setting decisions involving the administration of the terms of the collective agreement. They can detect and identify inaccurate statements made by the captain of the management team and provide their own captain with valuable assistance. Committee members should be ready to speak up at the bargaining table. However, there is no room at the bargaining table for rugged individualism. There must be one leader and teamwork within the committee.

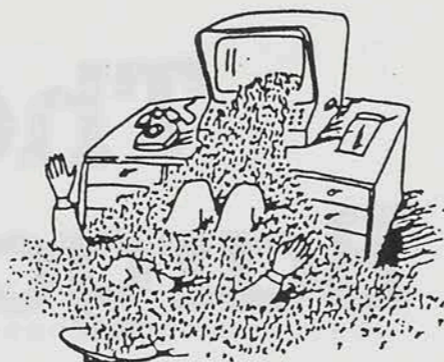
## Characteristics of a Good Negotiator

The human element plays a significant role in the collective bargaining process. People differ in skills, habits, attitudes, temperament and endurance. Good negotiators can express themselves well and convincingly. Other essential qualities are patience, stamina, and integrity.

Having the stamina to stay at the bargaining table for long periods of time, particularly when a strike deadline is approaching, is a required asset. Losing one's temper, becoming impatient and exasperated will not contribute to an early settlement. Being level-headed and knowing how to listen will serve a negotiator well. Good negotiators are quick-thinking and can cope with the unexpected, and they earn the respect of their constituents by remaining steadfast in their resolve to honestly and sincerely represent them.

NEXT MONTH: Co-ordinated Bargaining

# from Becca's desk ...



WE KNOW YOU'RE OUT THERE SOMEWHERE...

Many thanks to all members who have phoned the office to inform us of a colleague's or your change of department. This is by far the most efficient way of ensuring that Union mail reaches all members. While we appreciate having mail returned to us when the member to whom it is addressed has left a department, unless we also receive information as to whether s(he) has left the University or transferred to another department, we simply indicate on the data base that the member's employment has terminated. This ensures that mail does not go to a wrong address, but it does not get important information to the member who is now elsewhere on campus.

No matter how hard we try, it seems to be impossible to be 100% up to date with the data base. We print a batch of labels, and within a week--often before the mail has gone out--twenty people have moved! With your continued help, however, we can significantly reduce the number of items returned. Communication is essential. It is also expensive in terms of time and money. Let's get our money's worth!!

CALLING ALL TEMPS!!!!

Temps are different. You move so fast that we don't even try to keep track of which department you are in. That doesn't mean, however, that you are a "different" kind of member. Membership is membership no matter what. The difference is that we direct communications to your home address, which you give us at your orientation session. It appears, however, that for various reasons we don't have addresses for all members in the Limited Time Only pool. If you are a temp. who is not receiving mail, please call us at 224-2308, and you'll be sure to get all the goodies!

## EXECUTIVE COMMITTEE MEETING 10 AUGUST, 1988

### MINUTES

#### PRESENT:

Pamela Lundrigan, Chair; Lee Miltimore; Zlata Pound, Susan Claybo; Diana Ellis; Marion Gordon; Rod Haynes

#### ADOPTION OF THE AGENDA

MOVED Pound SECONDED Claybo  
"That the agenda be adopted as read".

#### ADOPTION OF MINUTES OF JUNE 8 EXECUTIVE

MOVED Pound SECONDED Miltimore  
"That the minutes of June 8 be adopted as circulated, with the following amendment: Item #5 iv.: delete "...two areas: booking off and contract..."  
CARRIED

#### ADOPTION OF MINUTES OF JULY 7 EXECUTIVE

MOVED Claybo SECONDED Gordon  
"That the minutes of July 7 be adopted as circulated with the following amendment: Item #5 i.: amounts be deleted."  
CARRIED

#### BUSINESS ARISING

##### a) Recruiting Campaign

Marion circulated a draft letter to be sent to members for recruitment of various committee members. Discussion followed regarding which committees should be targeted. The letter was edited and agreed upon.

A memo advising members of a scheduled meeting in their area with the President and Chief Shop Steward will be included with the letter. Meetings will be set up to co-ordinate with Division meetings and will be co-ordinated by Rod. These will take place on Tuesdays and Thursdays, starting in September. Marion requested that a record be kept of volunteers phoning the office, and appropriate Committees informed immediately.

The posters are being planned. They should be ready for printing in each Department shortly before the recruitment meeting for that Department takes place. It was decided that they should be photocopied, 11" x 17". The poster will be presented to the committee before the campaign starts.

It was felt that orientation is an important part of the recruitment process. We need a consistent approach, and reliable personnel to handle this responsibility. It is important that the people doing orientation are outgoing, promotion-oriented people. This is where the initial contact is made and the first impression formed.

##### b) Long Term Disability

Rod circulated a report on proposed changes to Long Term Disability Payments for CUE Members. The University stated at a meeting on 14 July, 1988 that the cost to CUE members would have to double. The possibility of such an increase was recognized by Union and University representatives at a meeting last year, when it was observed that costs have increased considerably, and that reserves are depleted. This plan is not part of the Collective Agreement. The Union has asked CUPE National to assess the University's report.

##### c) Bylaws

See addendum to minutes.

#### SECRETARY-TREASURER'S REPORT

##### 1. Part-Time Office Staff

The term of appointment for our part-time office help has expired. We need part-time help in the office at least one day a week for filing and records maintenance. Wendy Chow will continue to be available on a part-time basis in the fall.

MOVED Ellis SECONDED Gordon

"That funding be approved to retain part-time office help (Clerk I level) from 1 September 1988 to 31 December 1988 subject to membership approval."  
CARRIED

##### Computer Courses for Rebecca

Diana recommended that Rebecca be funded to take an MS-DOS Introductory Level course in the fall, and also Word-Processing--Advanced Level.

MOVED Ellis SECONDED Gordon

"That the Local sponsor the above courses".  
CARRIED

#### iii. Booking Off Problems

Diana described some of the problems that are arising from booking off Grievance Committee members to attend meetings. The situation has become a problem. The original proposal was to book committee members off for 6 months and would be reviewed at the end of September. Members are being booked off, but because of illness, vacations, etc., they haven't been attending meetings. This has made keeping track of the booking off very difficult.

#### iv. Rod's Annual Performance Review

Diana reminded the committee that Rod's raise is due in September, and that a performance review must take place. Pamela stated that these are two separate matters and should be dealt with separately. Staff evaluation forms must be obtained. Rod will obtain these from CUPE.

#### v. Newsletter Course

Diana circulated information on a newsletter production course which is available. She stated that she felt that attendance would be beneficial to our newsletter. The cost of the course is \$295.00, which would be covered by the Education budget. She would require booking off for only 2 hours. Round-the-table comments were invited.

A vote was taken. Approval was given for Diana to attend this course.

#### vi. Financial Statements

The June and July Financial Statements should be ready next week and will be presented at the next Executive Committee meeting (24 August).

#### COMMITTEE REPORTS

##### i. Grievance Committee

In the absence of a Chair of the Grievance Committee, Rod supplied an update on current grievances and arbitrations as follows:

There are 6 arbitrations listed, with 2 probably being resolved when people involved return from holidays. 7 Grievances are listed at Step III, three of which will be moved to arbitration in August. One has been settled, and requires only a formal ending to be deadfiled. 2 Grievances are listed at Step II, one of which is to be moved to Step III. There are 2 grievances at Step 1, both from the same department. 12 Investigations are taking place.

##### ii. Health & Safety Committee

Tabled--Estelle is on vacation.

##### iii. Contract Committee

Pamela reported that the committee is 2/3 of the way through the items to be negotiated--only 6 are left. The surveys (approximately 400) are in and have been tabulated. Diana will report on percentage results at the next meeting. The Contract Proposal package will be sent out to the Membership for the September 15 meeting. Pamela then suggested scheduling another Membership meeting at the end of September to conclude ratification of the proposals so we can begin negotiations in October.

##### iv. Job Evaluation Committee

A meeting has been set up with Personnel Services and Doris Hanson to discuss Job Descriptions. A training session will follow. Discussion is also taking place with Rod and Joe regarding training of Committee members. Joe has indicated that he will be available to offer assistance on Thursday evenings.

The committee is considering sending someone to a relevant training course at SFU in the fall.

Pamela raised a concern expressed to her by the Job Evaluation Committee that Rod had been sending out letters to applicants for reclassification without prior discussion with the Committee, and that the letters stated that members should contact Rod Haynes. It was expressed that Rod should have consulted with the Committee and let them decide what action was to be taken, and that their names should be on the letters, as they are the Committee. This was confirmed by the Job Evaluation Committee, and it was decided that the letter would be modified to reflect the changes.

##### v. Education Committee

No Report

#### vi. Communications Committee

The deadline for submission of items for inclusion in the upcoming newsletter is 25 August.

The result of the ballot included in the last newsletter was 76% in favour of withdrawing the item questioned. The results will be published in the next newsletter.

#### MEMBERSHIP MEETING

A proposed agenda was circulated, comments invited and changes made.

#### BUSINESS AGENT'S REPORT

Rod circulated his report, and highlighted certain points within it. In addition to the Labour Relations activities mentioned under the Grievance Committee Report, organizing has continued with hospital visits. The Library meeting has been postponed until August. Rod has been active in assembling information for use by the Contract Committee in the upcoming negotiations.

#### PRESIDENT'S REPORT

The Union has complained to the University about the lack of adequate training. UBC says phone numbers are in the manual. If any Telereg resource person needs additional training, phone one of the numbers in the manual and ask for it. It shall be granted. Discussions are ongoing at the LRC level.

#### OTHER BUSINESS

##### i. Key for Cleaners

Discussion took place regarding the request by the new cleaning company for a key to the office so that they may clean the offices at night. There was concern about letting another key out of the office. It was emphasized that the company is bonded and insured.

#### MOVED/SECONDED

"That a key be issued to the office cleaning company".  
APPROVED (Diana opposed)

\*\*\*\*\*

#### EXECUTIVE COMMITTEE MEETING 24 AUGUST, 1988

#### MINUTES

#### PRESENT:

Pamela Lundrigan (Chair), Diana Ellis, Susan Claybo; Marion Gordon; Rod Haynes

#### ADOPTION OF AGENDA

MOVED Gordon SECONDED Claybo  
"That the Agenda be adopted as circulated"  
CARRIED

#### APPROVAL OF MINUTES OF 10 AUGUST, 1988

Deferred

#### APPROVAL OF MINUTES OF 10 AUGUST, 1988 - BYLAWS ADDENDUM

H.1 a) Add "the membership" before "meeting"  
MOVED Claybo SECONDED Gordon  
"That the bylaws section of the minutes of 10 August be approved as amended"  
CARRIED

#### BUSINESS ARISING

##### a) Recruiting Campaign

Rod has requested labels and is awaiting the revised draft of the letter announcing the campaign. When these items are in hand, he will start scheduling the meetings. It was decided that the optimum time for holding the meetings would be 12:30 - 1:30 p.m., and that departments will be combined in order to get worthwhile numbers. Groups of 60 members will be notified for each meeting. Rod will book a room, then send the memo and letter. He will also set up a calendar for Pam and Marion.

##### b) L.T.D.

Rod reported that nothing new has occurred on this issue. A copy of the Simons report has been sent to CUPE. He suggested that during the contract negotiations the Union should try to offset the increased cost of LTD to the employee by obtaining

increased employer contributions to premiums on other benefits, e.g. medical; dental.

##### c) Bylaws -- H.1 a); G.7

Deferred until next meeting

#### PRESIDENT'S REPORT

##### a) Rebecca's Contract

Deferred until next meeting in order to allow time for consultation between Pam, Joe and Rebecca.

##### b) Shop Steward Training for Admin. Sec.

Rebecca has requested support for her attendance at a Shop Steward Course to be given at SFU on one Saturday in October. MOVED Ellis SECONDED Gordon  
"That Rebecca be allowed to take a CLC course at SFU in October."  
CARRIED

##### c) Rod's Annual Performance Review

Pam suggested that this should take place at a meeting next week without Rod present. It was reported that CUPE does not use or supply Job Evaluation Forms.

#### SECRETARY-TREASURER'S REPORT

The Financial Statements are not yet available. The bookkeeper will be in on Monday and will complete the statements for the last two months. (June/July)

#### COMMITTEE REPORTS

##### i. Grievance

Shirley Irvine has been nominated as Chair of the Grievance Committee and has accepted the nomination. Appreciation for Shirley was expressed.

It was reported that the Grievance Committee is close to reaching an agreement with the University on Article 30.06 which deals with Medical and Dental appointments. Allowance for appointments may be calculated on the basis of averaging BACK.

It was reported that the Annual Performance Review has again been used as a disciplinary document. This is a problem which must be addressed by the Committee

Shirley and Pamela attended a meeting to discuss Technological Change. It was recommended that a form letter be sent by the Union to employees on notice of Tech. Change informing them of their rights under this Article and advising that they are entitled to retraining. Currently, the onus is on the member so affected to request retraining. Shirley stated that a letter will be going to UBC expressing the Union's position: that a member in that situation should be informed BY THE UNIVERSITY of her/his right to retraining, among other things.

Marion requested the Executive's comments on a situation in which a member has requested, through the Job Evaluation Committee, information relating to the results of another member's application for reclassification. After extensive discussion it was decided that this information should not be made available. The principles guiding this decision were:

- any information regarding an individual member is to be held in strict confidence, and
- it is not the Union's role to perform job evaluations or to do reclassifications.

Marion reported further that the Committee is still receiving grievances relating to discipline arising from "excessive" use of sick leave. Many employees do not understand the change in policy at UBC. Members should be aware of the fact that the University closely monitors the use of sick leave (i.e. Mondays and Fridays).

Pam raised another issue regarding a member who invoked 22.08 and was then asked by her Admin. for a letter of resignation. It was agreed that a warning should go to members via the Newsletter regarding letters of resignation. Some members are under the impression that they are hired by a particular department rather than by the University. They should be warned against "resigning" from a department when in fact they are transferring to another department.

##### ii. Health & Safety

Estelle Lebtschnig has requested a leave of absence from her position as Chair of the Health & Safety Committee until 31 December due to a heavy course load. There was no further report.

CARRIED

#### PRESIDENT'S REPORT

It was announced that the Business Agent, Rod Haynes, has resigned for personal reasons effective November 6, 1988.

#### ADOPTION OF MINUTES

August 10, 1988 - Deferred until September 14.  
August 24, 1988

#### MOVED Ellis SECONDED Pound

"That the minutes of the Executive Committee meeting of 24 August, 1988 be approved as circulated."  
CARRIED

#### BUSINESS ARISING

##### a) Recruiting Campaign

The announcements and covering letter have been received from the printers. Marion Gordon has resigned from the Executive, but will participate in these meetings as originally planned. The poster is not yet available.

##### b) Bylaws

H.1 a) has been updated  
G.7 was deferred

#### SECRETARY-TREASURER'S REPORT

Copies of the Financial Statements for June and July were distributed.

#### COMMITTEE REPORTS

##### i. Grievance

Shirley Irvine (Acting Chair) reported that letters of resignation have been received from Marion Gordon and Joanne Wasnick. Currently there are only two members on the Committee, i.e. herself and Greg Fisher. A vigorous campaign is underway to recruit more, and hopefully experienced, shop stewards.

The procedure for handling grievance enquiries and investigations will be for Rod to receive the enquiries, and to try to find an experienced shop steward to follow up on the situation, or to attend the investigation himself accompanied by an inexperienced shop steward. In either case, a Telephone Report Form is to be completed, indicating which shop stewards were contacted and used.

##### ii. Health & Safety

There was no report.

##### iii. Contract

There was no report.

##### iv. Job Evaluation

Concern has been expressed regarding availability of Reclassification forms--Personnel Services is not supplying these on request. This situation has been addressed with Personnel Services by Pam.

Personnel Services are considering the question of Telereg vis-a-vis job classification.

Another concern relates to the classification of newly created positions. Currently, the grade level of a new position is determined by the department involved. Libby Nason agrees that a copy of the standard job description and the new position description should be forwarded to CUE. Pamela asked if job descriptions are routinely given to employees. Zlata responded by stating that this does not occur consistently, and that there is an enormous backlog to be dealt with in this area. Currently it is only possible to make sure that new employees receive their position descriptions. Pamela felt that a notice should go into the Newsletter urging members to request position descriptions.

Zlata reported further that Susan Claybo is being overloaded with telephone calls, and requested that only complex enquiries should be redirected to her. Luba Kaipenen has resigned, as she is moving to London on September 15.

Zlata referred to the committee a question from a member whose position has been reclassified out of the Union, and who wants to retain union benefits. Pamela answered the question by stating that union benefits are available only to union members. Benefits for Administrative positions are up to the University.

##### iii. Contract

Pamela circulated the contract proposals for study by the Executive. See Addendum.

##### iv. Job Evaluation

Pamela reported that the Committee held a meeting last week. A member reported a reclassification problem relating to 2 Sec. IVs. The Committee investigated, and has decided to drop the matter.

A member requested guidelines for application for reclassification. These are now being sent out routinely for all reclassification requests.

##### v. Education

Diana reminded the Committee that the deadline for registration for the SFU courses is 15 September.

##### vi. Communications

The deadline for submission of items for the upcoming newsletter is Thursday at 4:30 p.m. All committees are requested to submit articles.

#### MEMBERSHIP MEETING

An additional general membership meeting has been scheduled for 29 September, 12:30 - 2:30 p.m. to permit further discussion of contract proposals.

The following item was added to the agenda for the general membership meeting of 15 September:  
"A nomination has been received for Shirley Irvine for 1st Vice-President".

#### BUSINESS AGENT'S REPORT

Rod reported that he has arranged 14 division meetings, of which 6 have already taken place. Attendance is as usual, with a maximum of 12. Discussion has been productive, with many new issues coming up. Concerns expressed include:  
- relationships between members at different levels of responsibility, especially where supervision of one member by another is involved  
- contract issues, notably Mental Health Days, Flextime, Payment of benefit premiums by pension funds.

#### OTHER BUSINESS

i. It has been observed that there is no ring on the second line at the front desk telephone in the Union office, and therefore unless the user is watching the telephone for the light to come on the second call may be missed. Also, there is no intercom which frequently necessitates one person yelling to another to inform them of an incoming call. It was further felt that a third line is necessary. Diana agreed to undertake a study of the office telephone situation.

ii. It was suggested that the Union honour long-time members with a special CUPE pin available from CUPE National. Joe agreed to bring in samples. Marion felt we might also recognise new members, possibly at a social to which they would be invited shortly after joining. This would have the effect of reinforcing their membership, and hopefully encourage them to become active in the Union. The Newsletter, too, might be a vehicle for recognising these people. There was some concern about the cost, but it was felt that we spend very little money on social activities for members, and that if a social was held once every three months the cost would not be too great.

The meeting adjourned at 7:30 p.m.

\*\*\*\*\*

#### EXECUTIVE COMMITTEE MEETING 7 SEPTEMBER, 1988

#### MINUTES

#### PRESENT:

Pamela Lundrigan, Chair; Diana Ellis; Zlata Pound; Shirley Irvine, Observer.

#### ADOPTION OF AGENDA

MOVED Pound SECONDED Ellis

"That item #4, President's Report, be moved to the top of the Agenda as item #1 a."

**v. Education**

Diana reminded the committee of the deadline for fall CLC courses. Applications should be received by Tuesday for approval at the meeting of Wednesday, September 14. She also drew to the attention of the committee the Harrison CLC winter program, and suggested that we apply for a CUPE scholarship for one person to attend.

Notice has been received of an Employee Benefit program. It was strongly felt that someone from CUE should attend, and it was suggested that possibly Richard Melanson would be an appropriate person. The information on the course will be forwarded to him.

A request has been received from an active shop steward to attend a seminar on Conflict Resolution. This will be considered at the next Executive meeting.

**vi. Communications**

Diana reported that the newsletter course which she attended during the previous week contained excellent ideas, some of which are applicable to our newsletter, and which it may be possible to implement. Diana would like to meet with the rest of the committee to discuss these ideas. She again urged chairs of committees to submit material for inclusion in the newsletter. This month's deadline is September 19.

**MEMBERSHIP MEETINGS**

General Membership meetings are now scheduled for third Thursdays. Executive Committee meetings will revert to the previous schedule of 1st and 3rd Wednesdays. Grievance Committee meetings will take place on 2nd and 4th Wednesdays. Committee members will be booked off one month in advance whenever possible. This arrangement will be reviewed at the end of September.

**BUSINESS AGENT'S REPORT**

There was no report.

**OTHER BUSINESS**

MOVED Ellis SECONDED Pound  
"That an advertisement for a Business Agent be placed in the Vancouver Sun of Saturday, 10 September and the Province of Sunday, 11 September, to read exactly the same as last time, with the exception of the closing date, 23 September 1988."  
CARRIED.

Pamela stated that if we are not successful in finding someone suitable through this ad, the advertisement will be run again. The Executive was asked to consider developing an adequate training program for the new Business Agent, to be discussed at the next few meetings.

**ADJOURNMENT**

MOVED Pound SECONDED Ellis  
"That the meeting adjourn (6:45 p.m.)"  
CARRIED

**DID YOU KNOW ...**

**NON-UNION WOMEN PAID LESS**

Canadian Press OTTAWA - Women who rely on the benevolence of their employers hold lower-paying jobs, on the average, than women belonging to unions, says a Statistics Canada report.

A detailed profile of working women in 1986 shows 70 per cent of women were in the labour force, meaning 6.3 million women, either held a paying job or were looking for one at some point that year. A total of six million had jobs.

In addition, 283,000 women held two or more full-time jobs, says the special labour market survey conducted in January 1987 to examine employment patterns.

Women still held customary jobs, outnumbering men in areas like clerical and sales positions.

However, women's wages varied, sometimes dramatically, if they did not belong to a union.

Take teachers, for example. Men under a contract earned an average of \$17.77 an hour and \$14.22 without a contract. For women, the average hourly rate dropped to \$15.57 under contract and \$9.73 without.

**PERSONALS**

**VOLUNTEERS NEEDED**

BIG SISTERS OF B.C. LOWER MAINLAND is a service that provides one-to-one friendships for girls aged 7 to 17 who need special attention. We look for women aged 20 and over who are prepared to commit 5 hours a week for at least a year. The work is both challenging and rewarding in terms of personal growth and enrichment. A program of small group activities supplements the one-to-one relationship.

**Make a difference... Be a friend.**  
Enquiries welcome at 873-4525.

**BIG SISTERS NEEDED**

Women aged 20 and over with 5 hours a week to share in a one-to-one friendship with a Little Sister aged 7 - 17. One year commitment.  
Call Big Sisters of B.C. Lower Mainland at 873-4525.

**A VISION FOR WOMEN**

**AA Women's Conference**

You are invited to the 5th Annual **A Vision for Women** Conference. This Alcoholics Anonymous Women's Conference is being held **Friday evening, October 7th** and all day **Saturday, October 8th** at Simon Fraser University, Multipurpose Complex.

Women in AA will comment on their past problems with alcohol and tell of their recovery through Alcoholics Anonymous. Al-Anon is welcome.

Cost is \$8; for tickets and information call 879-5727 or 734-7427.

Canadian University Employees  
Interim Balance Sheet  
30 June 1988  
ASSETS  
(Unaudited)

**GENERAL FUND**  
Current

Cash	83,449.16
Petty Cash	200.00
Short Term Deposits	1,783.82
Accounts Receivable	27,991.69
	-----
	113,424.67
	-----
Fixed	
Furniture & Fixtures	5,080.38
Computer Equipment	15,626.81
Assets under Capital Lease	6,519.51
Less accumulated depreciation	(13,538.87)
	-----
	13,688.03
	-----
	127,112.70
	-----

**STRIKE FUND**  
Current

Cash & Term Deposits	26,992.93
Investments at Market Value at 31/03/88	138,178.00
	-----
	165,170.93
	-----
	292,283.63
	=====

**GENERAL FUND**  
Current

Accounts Payable	30,860.48
Estimated Amounts Payable	13,253.23
	-----
	44,113.71
	-----
Obligation under Capital Lease	2,161.99
	-----
Equity - Beginning of Year	89,574.12
Under (Over) Expended Revenue - Current Year	11,242.82
	-----
	80,817.00
	-----
	127,112.70
	-----
	165,170.93
	-----
	292,283.63
	=====

Canadian University Employees  
Interim Statement of Income  
6 Months Ended 30 June 1988  
(Unaudited)

	Actual Yr. to-Date	
	-----	
REVENUE		161,615.73
Dues & Initiation Fees	26,336.56	
Interest Income	1,025.07	
Donations and Other	0.00	
C.U.P.E. Grant	0.00	
Expense Recovery	0.00	
	-----	
	29,363.63	154,398.33
	-----	-----

**EXPENDITURES**

Arbitration Expense	450.00
Contribution to Strike Fund	0.00
Course Fees and Conferences	324.00
Depreciation	326.87
Donations	0.00
Subscriptions	100.00
Equipment Lease	4.00
Executive & Committee Expenses	0.00
Exec & Comm Booking Off	53.80
Insurance	1,072.66
Interest & Bank Charges	0.00
Legal/Accounting Fees	7.00
Medical Benefits--Members	375.00
Newsletter	1,796.22
Office Supplies	(516.68)
Per Capita Tax -- C.U.P.E.	297.57
Postage/Courier	764.58
Printing	14,620.89
Professional & Consulting	85.60
Rent & Taxes	(1,233.25)
Repairs & Maintenance-General	0.00
Repairs & Maintenance - Equip	450.00
Salaries - Union Office Staff	40.00
Benefits - Union Office Staff	607.41
Taxi & Parking Expenses	0.00
Telephone	4,920.41
Utilities	5,996.84
	-----
	16,000.00
	-----
	22,697.41
	-----
	153,155.51
	-----
	6,666.22
	-----
	11,242.82
	=====

**LIABILITIES & EQUITY**

EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES FOR THE PERIOD

Canadian University Employees  
Interim Balance Sheet  
31 July 1988  
ASSETS  
(Unaudited)

<b>GENERAL FUND</b>	
Current	68,558.18
Cash	200.00
Petty Cash	1,791.12
Short Term Deposits	27,617.60
Accounts Receivable	98,166.90
Fixed	5,080.38
Furniture & Fixtures	15,626.81
Computer Equipment	6,519.51
Assets under Capital Lease	(13,867.54)
Less accumulated depreciation	13,359.16

<b>STRIKE FUND</b>	
Cash & Term Deposits	26,992.93
Investments at Market Value at 31/03/88	138,178.00

LIABILITIES & EQUITY

<b>GENERAL FUND</b>	
Current	24,906.79
Accounts Payable	2,161.99
Estimated Amounts Payable	69,574.18
Obligation under Capital Lease	14,883.10
Equity - Beginning of Year	84,457.28
Under (Over) Expended Revenue - Current Year	111,526.06
<b>STRIKE FUND</b>	
Strike Fund Balance	165,170.93

EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES FOR THE PERIOD

276,696.99

Canadian University Employees  
Interim Statement of Income  
7 Months Ended 31 July 1988  
(Unaudited)

<b>REVENUE</b>		
Dues & Initiation Fees	27,617.60	189,233.33
Interest Income	202.18	2,971.92
Donations and Other	0.00	0.00
C.U.P.E. Grant	0.00	0.00
Expense Recovery	22.40	35.26
	27,842.18	192,240.51
<b>EXPENDITURES</b>		
Arbitration Expense	0.00	450.00
Contribution to Strike Fund	0.00	0.00
Course Fees and Conferences	0.00	324.00
Depreciation	328.87	2,295.31
Donations	0.00	100.00
Subscriptions	115.00	1,210.50
Equipment Lease	0.00	2,955.36
Executive & Committee Expenses	12.50	678.94
Exec & Comm Booking Off	233.93	5,002.82
Insurance	0.00	720.00
Interest & Bank Charges	1.00	44.06
Legal/Accounting Fees	375.00	2,625.00
Medical Benefits--Members	450.17	2,246.39
Newsletter	328.13	2,627.05
Office Supplies	366.50	2,768.05
Per Capita Tax -- C.U.P.E.	14,208.00	99,132.92
Postage/Courier	0.00	255.04
Printing	477.47	2,841.76
Professional & Consulting	0.00	0.00
Rent & Taxes	779.02	3,379.02
Repairs & Maintenance-General	101.25	708.66
Repairs & Maintenance - Equip	0.00	0.00
Salaries - Union Office Staff	4,850.86	38,285.75
Benefits - Union Office Staff	877.65	6,874.49
Benefits - Union Office Staff	350.00	814.10
Taxi & Parking Expenses	200.10	1,465.72
Telephone	146.45	554.45
Utilities	24,201.90	177,357.41

3,640.28

14,883.10

Canadian University Employees  
Interim Balance Sheet  
31 August 1988  
ASSETS  
(Unaudited)

<b>GENERAL FUND</b>	
Current	71,458.81
Cash	200.00
Petty Cash	1,798.45
Short Term Deposits	34,923.48
Accounts Receivable	108,380.74
Fixed	5,080.38
Furniture & Fixtures	15,626.81
Computer Equipment	6,519.51
Assets under Capital Lease	(14,156.41)
Less accumulated depreciation	13,030.29

<b>STRIKE FUND</b>	
Cash & Term Deposits	26,992.93
Investments at Market Value at 30/06/88	138,178.00

LIABILITIES & EQUITY

<b>GENERAL FUND</b>	
Current	29,713.69
Accounts Payable	2,161.99
Estimated Amounts Payable	69,574.18
Obligation under Capital Lease	19,961.17
Equity - Beginning of Year	89,535.35
Under (Over) Expended Revenue - Current Year	121,411.03
<b>STRIKE FUND</b>	
Strike Fund Balance	172,175.93

EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES FOR THE PERIOD

293,586.96

Canadian University Employees  
Interim Statement of Income  
8 Months Ended 31 August 1988  
(Unaudited)

<b>REVENUE</b>		
Dues & Initiation Fees	27,916.48	217,151.61
Interest Income	279.68	3,251.60
Donations and Other	0.00	0.00
C.U.P.E. Grant	0.00	0.00
Expense Recovery	0.00	35.26
	28,196.16	220,438.67
<b>EXPENDITURES</b>		
Arbitration Expense	0.00	450.00
Contribution to Strike Fund	0.00	0.00
Course Fees and Conferences	540.00	564.50
Depreciation	328.87	2,622.18
Donations	0.00	100.00
Subscriptions	0.00	1,210.50
Equipment Lease	0.00	2,955.36
Executive & Committee Expenses	29.25	708.13
Exec & Comm Booking Off	500.00	5,562.92
Insurance	0.00	720.00
Interest & Bank Charges	1.00	45.06
Legal/Accounting Fees	375.00	3,000.00
Medical Benefits--Members	596.33	2,836.72
Newsletter	4.73	2,631.78
Office Supplies	1,168.64	3,536.69
Per Capita Tax -- C.U.P.E.	14,200.00	112,332.92
Postage/Courier	11.10	266.12
Printing	0.00	2,841.76
Professional & Consulting	0.00	0.00
Rent & Taxes	450.00	3,629.02
Repairs & Maintenance-General	80.00	768.65
Repairs & Maintenance - Equip	0.00	0.00
Salaries - Union Office Staff	3,541.52	41,827.27
Benefits - Union Office Staff	884.81	7,759.30
Benefits - Union Office Staff	(10.00)	804.10
Taxi & Parking Expenses	356.94	1,822.66
Telephone	67.90	672.35
Utilities	23,120.09	200,477.50

5,078.07

19,961.17

Canadian University Employees  
Interim Balance Sheet  
31 August 1988  
ASSETS  
(Unaudited)

<b>GENERAL FUND</b>	
Current	71,458.81
Cash	200.00
Petty Cash	1,798.45
Short Term Deposits	34,923.48
Accounts Receivable	108,380.74
Fixed	5,080.38
Furniture & Fixtures	15,626.81
Computer Equipment	6,519.51
Assets under Capital Lease	(14,156.41)
Less accumulated depreciation	13,030.29

<b>STRIKE FUND</b>	
Cash & Term Deposits	26,992.93
Investments at Market Value at 30/06/88	138,178.00

LIABILITIES & EQUITY

<b>GENERAL FUND</b>	
Current	29,713.69
Accounts Payable	2,161.99
Estimated Amounts Payable	69,574.18
Obligation under Capital Lease	19,961.17
Equity - Beginning of Year	89,535.35
Under (Over) Expended Revenue - Current Year	121,411.03
<b>STRIKE FUND</b>	
Strike Fund Balance	172,175.93

EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES FOR THE PERIOD

293,586.96

Canadian University Employees  
Interim Statement of Strike Fund Balance  
6 Months Ended 30 June 1988  
(Unaudited)

Balance, Beginning of Year	148,727.93
Investment Earnings	16,443.00
Disbursements	0.00
	-----
Balance as of 30 June 1988	165,170.93
	-----

Canadian University Employees  
Interim Statement of Strike Fund Balance  
7 Months Ended 31 July 1988  
(Unaudited)

Balance, Beginning of Year	148,727.93
Investment Earnings	16,443.00
Disbursements	0.00
	-----
Balance as of 31 July 1988	165,170.93
	-----

Canadian University Employees  
Interim Statement of Strike Fund Balance  
8 Months Ended 31 August 1988  
(Unaudited)

Balance, Beginning of Year	148,727.93
Members Assessments	7,005.00
Investment Earnings	16,443.00
Disbursements	0.00
	-----
Balance as of 31 August 1988	172,175.93
	-----

CUE REPRESENTATIVE LIST

EXECUTIVE COMMITTEE

228-3146	President	Pamela Lundrigan
224-8333	1st Vice-President	Shirley Irvine
228-2074	2nd Vice-President	Diana Ellis
	Secretary/Treasurer	
228-2948	Recording Secretary	Susan Claybo
	Health & Safety	
	Job Evaluation	
	Education	
	Communication	
228-2757	Chief Shop Steward	Patsi McMurchy
228-3292	Sergeant-at-Arms	Lee Bryant
	Sergeant-at-Arms	

HEALTH & SAFETY COMMITTEE

228-5778	Deborah Dobie	Chair
228-3336	Pat Fornelli	
228-6363	Sheila Weaver	

EDUCATION COMMITTEE

228-2074	Diana Ellis
----------	-------------

CUE REPRESENTATIVES

224-2308	Rod Haynes	Business Agent
	Rebecca Davey	Admin. Sec.

GRIEVANCE COMMITTEE

224-8333	Shirley Irvine	Chair
228-4968	Greg Fisher	
228-3266	Sarah Eeckhout	maternity leave

CONTRACT COMMITTEE

228-3146	Pamela Lundrigan	(Acting Chair)
228-2074	Diana Ellis	
228-3292	Lee Bryant	
228-2882/3	Alannah Anderson	
228-3586	Nan Love	
228-5571	Shauna Smith	

JOB EVALUATION COMMITTEE

228-2948	Susan Claybo	Chair
228-4489	Zlata Pound	
228-2435	Rosemarie Page	

COMMUNICATIONS COMMITTEE

228-2704	Diana Ellis
228-5021	Dan Kravinchuk

CUPE NATIONAL

525-9231	Joe Denofreo
----------	--------------

GENERIC CALENDAR

	Monday	Tuesday	Wednesday	Thursday	Friday
1st		Contract 5:00 - 7:00	Grievance 2:30 - 3:30 4:30 - 5:30  Labour Relations 3:30 - 4:30		
2nd			Executive 5:00 - 7:00		
3rd		Contract 5:00 - 7:00	Grievance 2:30 - 5:30	Membership 12:30 - 2:30	
4th			Executive 5:00 - 7:00	Newsletter 5:00 - 7:00	



## Recruitment Campaign

Just a note to say that all of you from Grad Studies, Internal Audit, Media Services, Phys Ed and Rec, and the Registrar's Office missed a really good talk by Marion Gordon this past Tuesday (the 20th). She addressed several key issues such as:

- a) The upcoming poster contest (elsewhere in this issue)
- b) How to attract more interest in union business, and
- c) Why no one showed up

I also gave an excellent talk, the highlights of which were:

- a) The prospect and advantages of having our recruiting meetings after hours in the comfort of our union office while delicately nibbling crackers and cheese and sipping expensive wine (at **least** \$5 a bottle) and discussing important and intellectual issues in a highbrow fashion
- b) The various types of gifts we could offer as prizes to the winner and 2nd and 3rd runner ups in the Poster Competition
- c) The meaning of the words UNION and VOLUNTEER (heh...heh...)
- d) A series of "Don't You Hate It When..." scenarios (some of Marion's were quite good, but mine were **really** impressive), and
- e) A name-dropping contest which consisted of determining which of us could drop more names the quickest (she won)

After our talks (during which we applauded each other and made helpful suggestions on improvements), we congratulated one another, expressed how much we enjoyed both presentations, and reviewed how much we had learned. We then arranged to meet at the next Recruitment meeting on the 24th of September.

As I said, you missed some good discussions...hope to see you at the next one!!

Written by: Pamela Lundrigan

### ... CONTRACT REPORT ...

We began discussing the Contract Proposals at the September 15th Membership Meeting but, as anticipated, ran out of time. We have, therefore, booked IRC 4 on September 29th to continue discussions and ratification. We may have to book an extra meeting in October to complete this item.