



Canadian
University
Employees

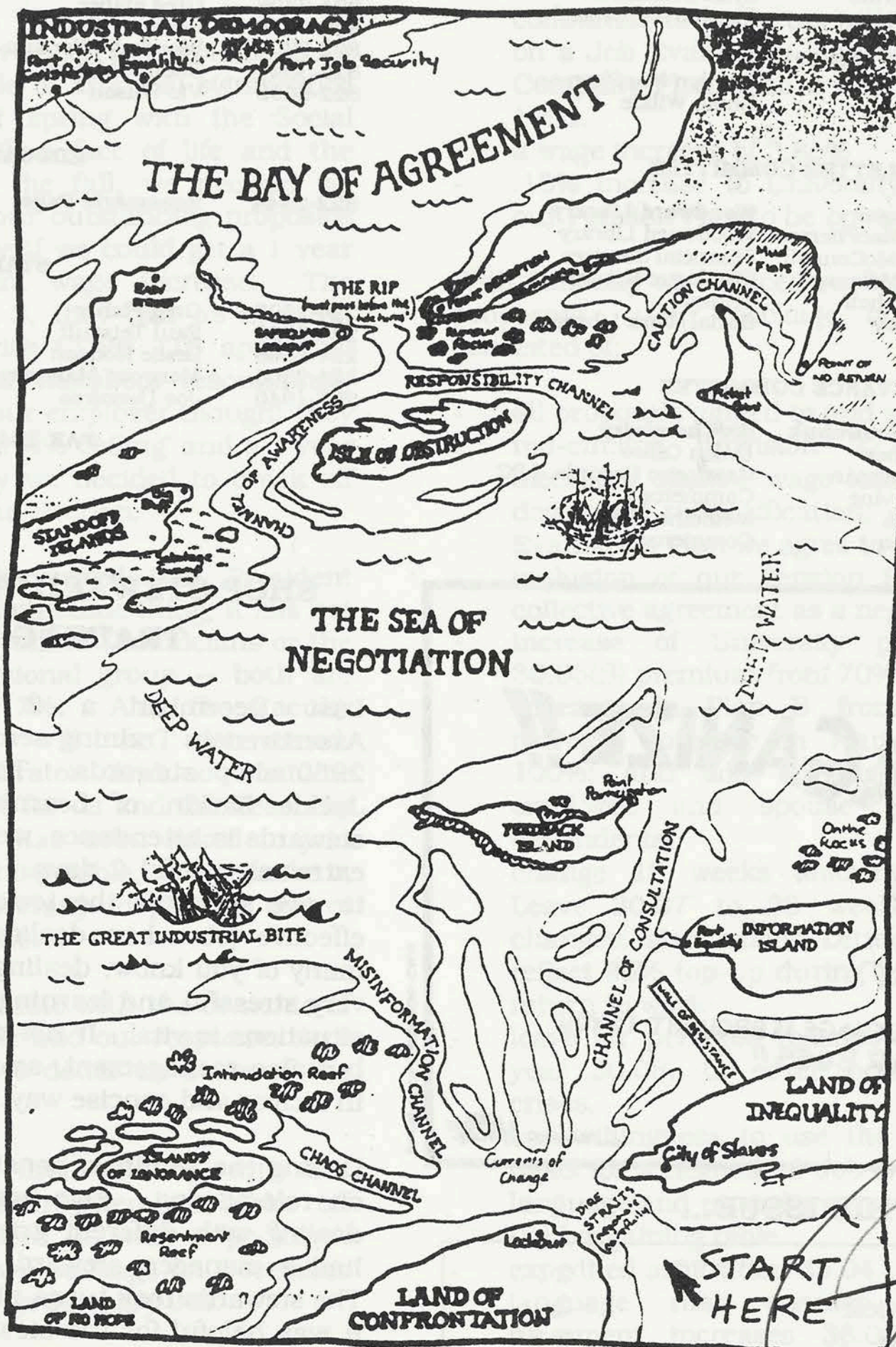
ON CUE

CUPE LOCAL 2950

2166 Western Parkway, U.B.C., Vancouver, B.C. V6T 1V6

224-2308

JANUARY, 1992



**CUPE 2950 JANUARY
30TH MEETING TO
RECONSIDER HOSPITAL
STRIKE PAY**

Anna Ip
Commerce
~~Henry Angus Building~~
~~2053 Main Mall~~

Contract Report (Cont.)

- wage increases to be applied to all pay grades in the form of a flat equal rate

4% - effective Apr. 1, 1991
 4% - effective Oct. 1, 1991
 4% - effective Apr. 1, 1992
 4% - effective Oct. 1, 1992

- a 2 year agreement
- the .15% increase to our employer's contribution to our Pension Plan to be paid by the University

30.05 (A) & (C) Medical and Extended Health Benefits

This appears to be a big issue for the University. Current language clearly gives these benefits to all continuing and sessional employees but the University's practice for some time has been to restrict benefits to those working 17 1/2 hours or more per week. The Union has grieved, so unless the University succeeds in changing this language they will have to pay these benefits for part-timers.

In negotiations their position is that when this was originally negotiated there was never any joint intent to give these benefits to part-timers. "Maybe in the wee hours of bargaining there was a typographical error", theorized Steve Gorham for the University, but "if you can find in notes an intent to have it as it reads we're prepared to listen".

The Union position, through our negotiator, Joe Denofreo is that "the onus is on you to prove the language is an error". We are "going to arbitration if it is not settled".

30.03 Pension Plan

Inclusion of language in the collective agreement is the only way we can participate in the decision making process. Presently, we have only the power to make recommendations which the University is not obliged to implement. It's our plan but our employer makes all the decisions!

The University says the Pension Plan is not negotiable. Yet, the recent "Pension Plan Update" splits the plan into 2 parts - those groups who have "completed negotiations to change contribution rates" and those "who have not agreed". And, at the table they are trying to take out of our wages the .15% to the University's contribution. Steve Gorham insists there was never any intention to negotiate this benefit; their wage offer of 4% less the .15% to fund the pension plan would be analagous, he says, to an offer of

"4% to CUPE 116, but we're keeping 1% of it to build a swimming pool for your use".

Joe has informed the University that despite their protestations to the contrary they "may have legally opened up the Pension Plan".

30.05 Dental Plan

A 100% employer paid premium was on the table to the "eleventh hour" in our last set of negotiations when it was "sawed off in the middle - we said we'd be back for that 30%". The University say they "would rather not have one group getting benefits that others don't have".

But, as Joe pointed out, "you had no problem giving CUPE 116 what you gave us 2 years before".

30.08 Personal leave up to 8 days

For many years we've been trying to get the University to join the large number of employers who provide such leave - B.C. Hydro, B.C. Telephone and many government workers have this benefit. The 5 days of sick leave we now can use only covers a sick child, otherwise we're forced to lie whenever we must stay home to attend to some personal crisis. The University is already paying for this in that they don't pay for replacements.

35.04 Expedited Arbitration

"A big issue for us which will improve labour relations." It is cheaper, and, where legal arguments are not involved "issues can be settled quickly and not allowed to fester". The University has already accepted this approach in the our 2 most recent cases were settled, in part, through mediation. There is still, however, some reluctance on the University's side. "We're going to have to do a lot of convincing" said Steve Gorham.

Wages and term of the agreement

For the University "4% is still the total compensation package for 1991-92". They "don't see that changing".

We reject the idea of a wage-reopener because the Union is powerless between negotiations, so all the employer has to say, when the time comes, is "sorry we have no money". The term of the agreement is not an issue for us if the wages are decent.

Contract Report (Cont.)

We have informed the University that we will not settle for anything less than the "going rate in B.C. of 6% - 7%". Where the money comes from is a decision for the University; they have always had the power to establish priorities within their budget. "UBC has never been willing to lead in the good times so we won't let you lead now with a cheap agreement."

Finally, we will next meet with the University all day on Feb. 4th, and possibly Feb. 5th as well, to discuss Job Evaluation. The University will have present Elaine Christie their new J.E. Person and we will again have Gabriel Ethier, our CUPE National Job Evaluation representative.

ANN HUTCHISON
Chair, Contract Committee

UBC/CUPE 2950 AT STALEMATE ON COMPENSATION PACKAGE

UBC is proposing a 3.85% increase to CUPE 2950 wages in the 1991-92 fiscal year. However they are giving a 7% increase (4% in July, 3% in January) to Management & Professional (M & P) and Non Union Technicians for the same period.

The CUPE 2950 Contract Committee has rejected the University's offer.

As Joe Denofreo, CUPE Regional Representative, explained to the University, "CUPE members at UBC expect to get the going rate in the public sector. That going rate is 6% - 7% per year. We won't settle for less".

The going rate of 6% - 7% for public sector workers was established by different teacher settlements before the Oct. 17, 1991 B.C. election, mostly as a catch-up for inflation.

Hospital workers, government workers, city and school board workers and University employees are all now negotiating their collective agreements. These Unions will be demanding and getting 6% - 7% settlements. Anything less will be a drop in the standard of living given today's inflation rates.

Some settlements are now beginning to trickle in:

1. The school districts at Castlegar and Nelson have just settled for 21% over 3 years (Jan. 1992).

2. The B.C. Hydro electricians have just settled for 6% and 5% salary increases over 2 years plus benefit increases (Jan. 1992).

The University has recognized these realities by giving its' M & P and Non-Union Technicians a 4% and 3% increase on Jan. 1, 1992. The University has said this Jan. 1992 raise is "a merit increase" but the fact is most people are getting it automatically and the University has costed on average of 3% for all these increases.

We ask the University the following:

Why do you have money for the Non-Union Technicians and the managers and not for unionized employees? Are you trying to inflame the situation at the University?

The fact is, CUPE 2950 workers at UBC are still playing catch up for the past 10 years of wage controls in the public sector. We don't pay any less for food, rent, transportation or the GST than anyone else.

93% of our members are women, besides our needed wage increase, we are entitled to a pay equity catch up with male employees.

Please read the Contract Committee article carefully. All is not gloom and doom, the Union and the University are proceeding to negotiate a new Job Evaluation plan and are making progress in this area.

PAUL TETRAULT
Business Agent

CUPE 2950 MEMBERS ELIGIBLE FOR TUITION WAIVERS for the Centre of Continuing Education Courses, Computing Centre Courses and Botanical Garden Courses.

Just a reminder that CUPE 2950 members, as a result of a recent arbitration, are eligible for tuition fee waivers for the above departments. The arbitrator, Vince Ready, has yet to decide on whether CUPE 2950 members will be eligible for tuition fee waivers for golf and tennis lessons. Mr. Ready's decisions on this matter is expected shortly and we will inform you of the result as soon as it comes in.

PAUL TETRAULT

CUPE 2950 JANUARY 30TH MEETING TO RECONSIDER HOSPITAL STRIKE PAY

Last April, the CUPE 2950 members in a Union meeting voted on the following motion:

MOVED:Fisher/**SECONDED:**Diether

In the event of a strike in the hospitals in 1991 which predates strike action which would affect the CUPE 2950 membership as a whole, CUPE 2950 hospital members, who are not deemed essential, be paid 90% of their gross salary after C.P.P., U.I., Income Tax, Long-term Disability, and Union dues from the CUPE 2950 strike fund for the first ten working days of the strike. To qualify for this strike pay, a member must respect hospital picket lines, sign in three times a week at a CUPE 2950 table and staff one of the sign in tables for four hours per week.

CARRIED

As the motion makes clear, it is now no longer in force as there had not been a hospital strike in 1991. However, the issues remains very much alive because the Hospital Employees Union is now taking a strike vote in the hospitals and negotiations have broken off between the hospital workers and the hospital employers. **A strike in the hospitals is again a real possibility, and CUPE 2950 as a Union will have to discuss the whole question of strike pay for CUPE 2950 members working at the hospital at the January 30th Union meeting.**

The Executive is investigating and considering this question now in light of our own negotiations which are stalled due to the University's insistence that they will not offer more than 4% in the first year of the collective agreement. The Executive will be presenting a motion to the January 30th Union meeting regarding CUPE 2950 hospital member's strike pay.

PAUL TETRAULT
Business Agent

BUSINESS AGENT'S REPORT

The Industrial Relations Council (IRC) Section 34 Application

As I mentioned in the last newsletter, the University and the Union had not been able to reach an agreement on a resolution of the disputed positions which the University had been excluding from the CUPE 2950 bargaining unit for a number of years. And as mentioned the Union has filed a second application consisting of 7 positions which the IRC has agreed to hear on an expedited matter. The adjudication of these 7 positions should determine the boundaries of the CUPE 2950 bargaining and will be helpful in determining the exclusion or non-exclusion of the 180 positions in the first application. The 7 contested positions in the second application are as follows:

1. Position - Endowments Coordinator; Incumbent - Laurie Summers; Medicine
2. Position - FLAIR Database Librarian; Incumbent - Tania Goldenshtein; Law
3. Position - Administrative Assistant; Incumbent - Charlotte Commodore; Medical Genetics
4. Position - MicroComputer Manager; Incumbent - Gayle Uthoff; Surgery
5. Position - Fundraising Assistant; Incumbent - Pamela Wilson; Development Office
6. Position - Assistant to the Dean; Incumbent - Muriel Dyson; Dentistry
7. Position - Assistant Editor; Incumbent - Laura Palmer; Registrar's Office

A hearing on these 7 positions will be held at the Industrial Relations Council in the next little while. We will keep you posted of new developments.

PAUL TETRAULT
Business Agent

CONTINUED FROM PAGE 19

memb. min. Nov. 21st

MOVED:Love/**SECONDED:**Montgomery
That the ballots be destroyed.

CARRIED

The newly formed Executive was sworn in all at once by Joe Denofreo.

MOVED:Martin
That we adjourn

CARRIED

HEALTH AND SAFETY COMMITTEE REPORT

By the end of 1991, the Health and Safety Committee had been actively involved in more investigations than any year previously. Your health and safety stewards:

- appraised structural soundness in the Main Library
- tested Shastri Institute materials at L.P.C.
- monitored renovations at Brock Hall
- gathered information on air quality in Commerce
- questioned asbestos removal procedures in Physics
- and investigated many other situations across campus

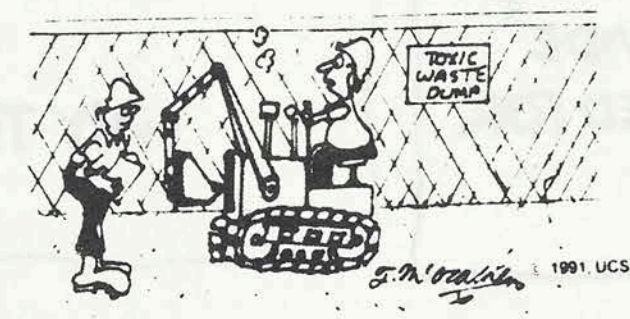
The committee was also involved in several educational initiatives this year, including the staffing of a booth at Health and Safety week, and running a workshop on Ergonomics and Repetitive Strain Injuries. Another facet of the committee's work was the submission of stronger health and safety language for our collective agreement.

This new year, we expect to be kept even busier. In order to equip our committee members to meet the ongoing challenge, training will be a priority. Sending our members to courses on such topics as ergonomics, industrial ventilation, radiation, and W.C.B. procedures will help us advise you more knowledgeably on your worksite. You can help our committee by carefully documenting your health and safety concerns, and by knowing your rights and responsibilities as a union member.

Stephanie Shepard
Chair

HOMEWORK QUESTION: Who is your local D/A/B/S (Department/Area/Building/Safety) Committee rep.?

if you do not have one or cannot find out who it is, phone the Union Office for help

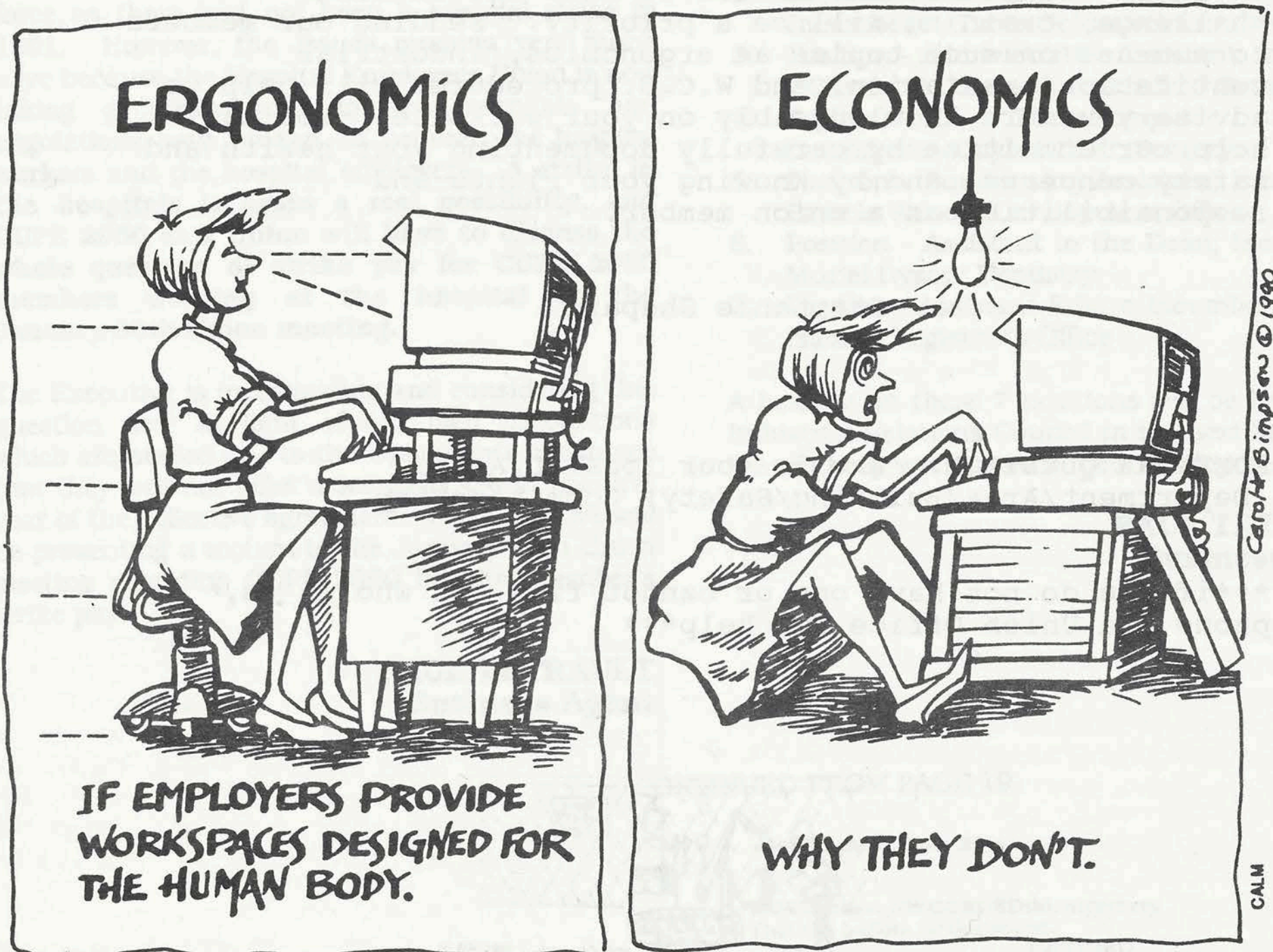


"They don't dare give us mandatory drug tests."

GOOD NEWS!

Sharon Saunders, office ergonomics expert, has agreed to give us a one-hour presentation on workstation ergonomics. The time (probably during lunch hour on a Wednesday) and place will be announced. A small group of us attended her four-hour ergonomics workshop last month and found it very informative and helpful. If you are interested in attending the upcoming short session, please inform Leslie in the Union Office, phone 224-2308.

This is your chance to learn the basics of workstation ergonomics and how your workstation should fit YOU.



UNION DENIED TIME OFF WORK TO DISCUSS STRATEGIC PLAN

Dear Ms. Patrick,

We request time off work for CUPE 2950 library workers to attend one of 4 meetings the Union will be holding to discuss the Library Strategic Plan.

The proposed meeting schedule is Wednesday, December 11 & Thursday, December 12; 9:30 - 12:00 noon and 1:00 - 3:30 p.m. each day.

The meetings will be run by the CUPE 2950 Library Committee.

We would appreciate an early reply.

Ann Hutchison

ANN HUTCHISON
on behalf of CUPE 2950 Executive &
CUPE 2950 Library Committee

The CUPE 2950 Library Committee recently held 3 lunch time meetings in various parts of the library system about the effects of the strategic plan. There was a good exchange of ideas and many new tactics were discussed to deal with the impending onslaught.

The preceding letter is the Union's request for time off work to attend these meetings, and the following letter is Ruth Patrick's denial of that request.

Dear Ms Hutchison,

Thank you for your letter of November 12th requesting time off from work for CUPE 2950 employees in the Library to meet with the Union's Library Committee to discuss the Library's Strategic Plan.

I regret that I cannot agree to your request. You could however make use of the provisions for two-hour lunch meetings set forth in Article 10.01 of the Collective Agreement, which provides for nine such meetings in each 12-month period of the Collective Agreement. There is enough time to give the required ten days advance notice for the dates you have in mind.

I should point out that the Library has held meetings during working hours open to all staff, including those who are members of CUPE 2950, to discuss the draft Strategic Plan and to solicit input from them.

Sincerely,

Ruth J. Patrick

Ruth J. Patrick, PhD
University Librarian

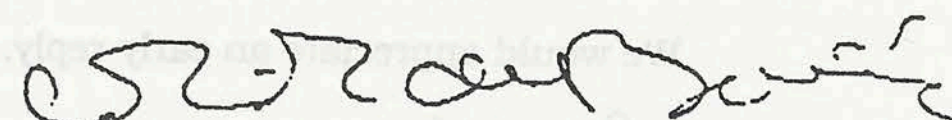
THE UNIVERSITY OF BRITISH COLUMBIA LIBRARY

Librarian's Office

December 18, 1991

MEMORANDUM

To: Division and Branch Heads

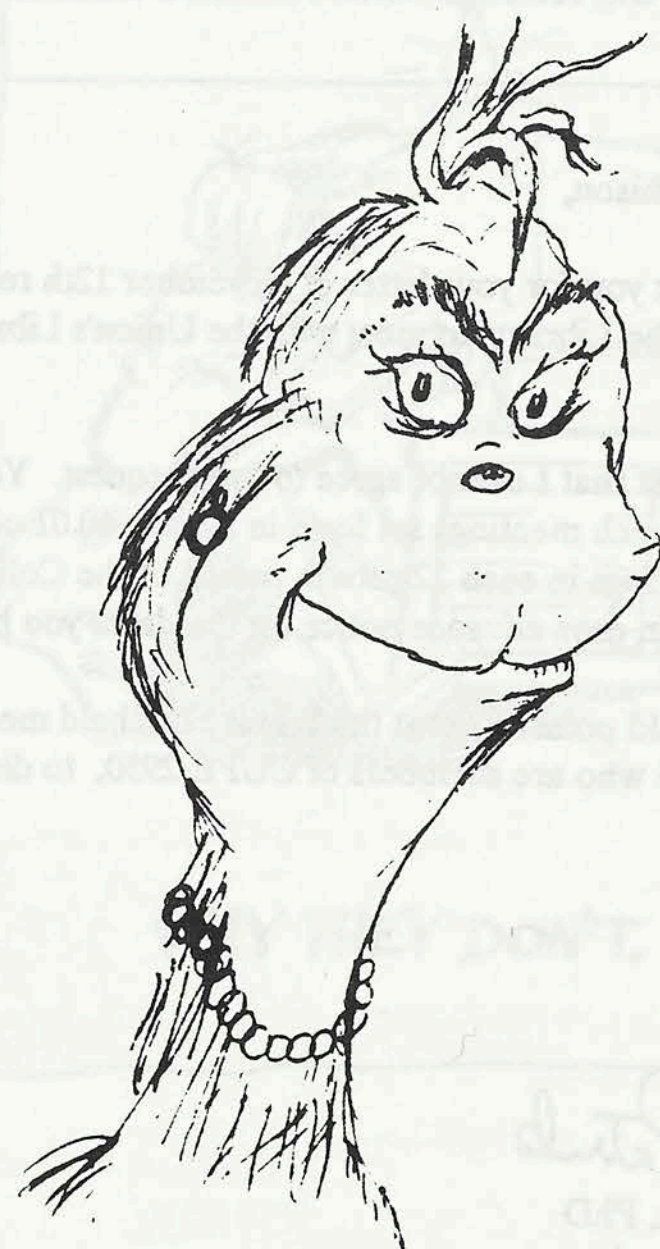
From: Erik de Bruijn,
Assistant University Librarian,
Administrative Services

Working Hours - December 24th and 31st

The Library will be maintaining normal services on December 24th and 31st in accordance with the posted schedule of hours. Division/Branch Heads can go to skeleton staffing, provided normal services can still be provided.

However, the Library has been instructed that no paid time off may be granted on either of these days, i.e. staff will not be permitted to leave early. Staff members who wish to leave early on either of these days may do so provided they have vacation time or accumulated time available, and have made prior arrangements with their supervisor.

File Staff- Working Schedules

cc
Dr. Ruth Patrick
AULs
Managers

STRATEGIC PLANNING AT UBC

The CUPE 2950 Library Committee has been following very closely the "Strategic Planning Process" in the library system. We're concerned about what it will do to our jobs, how it will affect morale and about its effect on the collective agreement.

We know that strategic planning is happening in one form or another in other parts of the campus. Therefore, what we have been doing as a Library Committee is relevant to all of our members.

Strategic planning is not unique to UBC; it hasn't dropped from the sky, or been thought up by managers at UBC. It has evolved over the past 10 to 15 years as a management device to gain more control over the workplace, to impose restraint, and to reduce the number of workers. It has been tried at many places in North America, Japan, the UK and probably other countries. Some of the workplaces where it has been used are Toyota Auto in Japan, B.C. Hydro, Canada Post, St. Paul's Hospital, several joint ventures of North American and Japanese companies, the pulp and paper industry, the communications industry, and many others. At all these places it has had various degrees of success; depending on whether there was a Union presence, and how strong that presence was.

An integral aspect of these plans is the term **team concepts**, which is the method of gaining worker loyalty by giving the impression that all workers are one big happy family, all working toward the same goal, the same end, with the same means; that by participating with management, all problems can be solved and no wish is beyond comprehension; that if we all ascribe to the *culture* and do what's best for the company, everything will be hunky dory; by being a good team player, and accepting the challenge of global competition, the company (library, University department) will prosper and so will the country, if not the world. Everybody will be a winner, and there will be no limits to what can be done.

It all sounds great, but what has happened in many places is the opposite, the work force has been reduced and remaining workers have been overloaded and stressed to the breaking point; the Union has been threatened with extinction, and individual workers have suffered the senseless onslaught of insecurity and mounting pressure. All this has been documented extensively and is available for anyone's scrutiny.

Here at the University, in the library, what has been happening has been the psychological preparation for the eventual implementation of the plan; laying the groundwork for d day; by setting up various task groups, and committees, management has given individuals a chance to say their piece. How much effect they have had is debatable; and whatever has happened, whichever individual has participated has done so as an individual and not as a Union representative. In the library Ruth Patrick has said the Union will be involved at the earliest stage, but so far the Union hasn't been involved in anything, other than following the movements, doing research on our own and we have determined, if left unchecked, this plan could erode the strength of the Union and all its members.

Now that all the task groups and committees have reached a point where action is imminent, it's time to examine some of the terms that are bandied about and recognize their true meaning:

flexibility - reduces job classifications so people can move around and do the work of others with little training.

multi skilling - workers take on more work, have more than one job, become interchangeable; duties increase but not necessarily skills; pay doesn't increase with responsibility

creativity - employer attains knowledge from workers by having them participate in the process of setting up plan. workers input is one way; they give knowledge to employer because they know what happens on the work floor; they know all the tricks and means to do the job more efficiently. The employer often abuses this knowledge and turns it on the worker. Worker's feel they have power and are being creative, but it all boils down to numbers, and how to increase them. (At some places people are being paid for their suggestions.)

cooperation of labour and management - there must always be a certain amount, but what these schemes want is for individual workers to do what they're told and not question the employer's authority.

All of the above are connected, are parts of the overall idea to diminish the Union presence and make it easier for the employer to do what it wants. All of these things may be very appealing at first to some people, but once the plan is ensconced the mood can change fast, and with the Union weakened, the employer will have its way with individual members.

In order to deal with this plan, we have to stick together; by being informed and aware of what is happening, by not giving up any of our rights under the contract. The only way the plan can succeed is if we cooperate with the employer. If they try to coerce us, morale will fall, and so will productivity. We have to know our rights, and strengths and what other people have done in similar situations. We have nothing to lose by being vigilant and skeptical of anything suspicious. If we are wrong and management has only our best interests at heart then we win. If we're right by doubting all the fancy jargon and promises, then we'll be in a stronger position to resist any incursion of the collective agreement. If our independence is threatened, the plan must be rejected. The distinction between the Union and employer must be maintained. Clarity of purpose and clarity of motive is necessary to safeguard the integrity of the contract and our jobs. Everything that is up for radical change must be negotiated and bargained for; the membership must approve any changes; the link between responsibility, authority and fairness has to be acknowledged by both sides or else the plan is not valid. Parity has to exist for there to be any trust between Union and employer.

THINGS TO WATCH OUT FOR;

- * if they start changing your duties; adding or subtracting (remember, your duties should conform to the standard job descriptions in your classification)
- * if they want to move you to another area
- * be wary of requests for volunteers; while it might provide temporary relief from the routine, it may jeopardize other workers' jobs and your own in the future.
- * if they want you to join any committee or team against your wishes
- * be aware of article 5.04 which says your workload won't increase because of a reduction in the workforce.

- ** contact the Union
- ** don't sign anything

If you are going through this stuff our committee would like to hear from you.

CUPE 2950 LIBRARY COMMITTEE

Avron Hoffman (LPC 2-5478)

Ann Hutchison (LPC 2-5478)

Phil Vacheresse (Social Work Lib. 2-2242)



WHY A WOMEN'S COMMITTEE??

At the January 30, 1992 General Membership Meeting, I will be bringing forth a proposal to establish an active Women's Committee within our local. The function of this committee as I envision it, will be to provide direction and consultation regarding women's issues to CUPE 2950 members; it might also service in a liaison capacity with other women's committees both within the university community and the community at large, e.g. trade union movement.

The primary focus of such a women's committee would then be to constitute an officially sanctioned committee to interact/liase/cooperate with other such functioning committees, as stated above, and to provide support and resource referrals for members regarding women's issues. Activities might also include organizing special topic discussion groups, video showings, participating in conferences, etc. Ultimately, it's up to CUPE 2950 members to collectively articulate the mandate of this committee. This may range from dealing with such issues as daycare, single parenting, sexual harassment, pay equity, equality, women's health, organizing a peer support network, etc., etc.

Your support, suggestions and especially your participation are eagerly sought. Bring your ideas to the meeting and together we can create a new forum for addressing the needs of women within our local.

CATHERINE MARTELL
CUPE 2950 Steward

OUTGOING PRESIDENT'S REPORT

As I write my last report, memories from 2 1/2 very full years crowd my mind. This Union has dealt with many important, often difficult questions over this period. Twice we've addressed strike situations in the hospitals. Office staff levels were a 2 yr. topic of discussion before we finally resolved it with the very taxing debate on the dues increase. During this time as well, a new office lease was negotiated and we moved from the hovel we were in to an office designed to increase our own efficiency. Our local finally decided to take its collective head out of the sand and look at the community around us. To that end we have affiliated with two other labour organizations, the CUPE Metro Council and recently the B.C. Federation of Labour. We also took part in the electoral process by having a political speakers presentation at a membership meeting and then donating five thousand dollars to the NDP for their campaign.

I'm not sure that we would have been able to come out the other side on these questions in the positive, strength building way in which we did if changes hadn't been made. In the years I was here before I became President the state of the Union bothered me but it wasn't until I was approached and asked to stand that I thought the whole thing through. When I did, I concluded that I would attempt to bring a sense of stability to things -- I was committed to the full course, with no early resignation as had become the norm. I would also chair the meetings in a firm, fair fashion. By coupling this with openness at all costs, increased communication with all the membership and more education I sought to create an atmosphere that encouraged participation. After all, the power of a Union lies in the strengths of its active individuals. More active participation would give us the strength to recover a more "traditional" labour movement direction.

I'm thankful good people came forward because their abilities were crucial to our growth in the past two years. I feel at some point in the past this Union lost its "focus". I think now we're definitely back on track, as evidenced by the fact of several contested elections at the December meeting. In fact, we're only one position away from a complete Executive for the first time in years. I have every confidence in the abilities of your newly elected Executive Committee to continue to facilitate the growth, the strengthening of this Union.

I want to thank all the members for letting me lead them for this short time for I have gained from the experience in ways I couldn't have imagined before I started. The opportunity and responsibility to help members has caused me to grow into a better, more understanding person. The fulfillment I get from helping people has enriched my life. As I said

already at the December membership meeting, so far in my life, the last two years are the ones I am most proud of.

I have so many individuals I would like to thank that if I start, I'd be fearful of omitting someone. You know who you are, and I hope you know how much I appreciated your aid and support. I must allow myself to specially thank one person though. From the moment she asked me to stand for President, her lengthy experience and wisdom has been a most valuable asset. To chronicle what she has done for this Union would require a special edition of the newsletter. Now that she has left the Executive, her level head in all situations will be sorely missed. I'm speaking, of course, of Shirley Irvine. Shirley is a shining example of the difference one dedicated individual can make. On behalf of all members I'd like to extend my most heartfelt thanks for your efforts and wish you some time for relaxation now. You've earned it.

UNION ORGANIZER'S REPORT

It's been a long time since the newsletter included a column with "Union Organizer" above it, but now that we have a new President (Vic Wilson) it's in this column that I'll be reporting to the membership at large. Now that I'm no longer politically involved it's true that I won't be chairing meetings or representing the Union on Presidential committees but mostly my work won't change much. I'm still heavily involved in grievance handling, the contract negotiations and fulfilling the directives of the Executive committee. I've now added the newsletter committee to the list and will be doing my best to assist them in their efforts, and of course, I'm now a Director of the Pension Plan. Our local has neglected pension questions for far too long, and I will be reporting on this regularly in the future.

I'd like to conclude my first report as Union Organizer by asking you to read the following four pages. They are all in regard to a situation of harassment, years in length, in the Faculty of Commerce. Your Union was pushed into action to address this in December when the University disciplined Vic Wilson for protecting the rights of our members in Commerce. Included here are two letters on the subject -- 1 for, 1 against. These were representative of the many calls and letters we received which came in at a ratio of approximately **4 or 5 to 1 in favour** of the Union's position and actions. We continue to welcome your comments.

A prosperous New Year to all!

GREG FISHER
Union Organizer



Canadian
University
Employees

2166 Western Parkway, U.B.C., Vancouver, B.C. V6T 1V6

CUPE LOCAL 2950

224-2308

TO ALL CUPE 2950 MEMBERS

Please find enclosed a CUPE 2950 press release of Dec. 6/91, and a Vancouver Sun article of Dec. 7/91, regarding the Union's efforts to stop harassment and intimidation of our members by Professor Bill Stanbury in the Faculty of Commerce.

The Union organized a demonstration on December 6, 1991 in front of the Commerce building to protest Bill Stanbury's breach of probation and the discipline imposed on our Chief Shop Steward, Vic Wilson, who had reminded Stanbury of the restrictions in place.

The harassment and intimidation by Bill Stanbury, of Commerce employees, has been going on for years with the full knowledge of the University. Stanbury has yelled, screamed, bullied and intimidated our members even in the presence of an Associate Dean and nothing was done. Last year, the Union filed a grievance under Article 9.04 of the Collective Agreement, demanding that Bill Stanbury stop this personal harassment.

As a result of the grievance, the University placed restrictions on Stanbury's contact with CUPE 2950 members but at the same time rewarding him with the appointment of Acting Head of his division. Over the summer, Stanbury breached the restrictions several times and when the latest breach occurred on November 22, 1991, Vic Wilson advised Stanbury to stop these breaches. For this, Vic received a written warning on December 4, 1991 from the University which stated that it was in fact Vic who was *intimidating* Mr. Stanbury.

The press release and demonstration was organized in response to this unacceptable disciplining of our Chief Shop Steward. The Union has breached no confidentiality clause in the Collective Agreement as claimed by the University.

Dean Birch's position in the Vancouver Sun that "the Union exploited the vigil at the University and that this was in bad taste" is wrong, insulting and clearly indicates that the highest levels of the University are simply ignorant on the question of violence against women. The Union, at every step, coordinated our activities with the organizers of the vigil, receiving their permission to speak. Catherine Martell, CUPE 2950 Shop Steward, spoke of the women in Montreal and expressed our solidarity with the fight opposing violence against women. At the end of her presentation which was one of many presentations by groups on campus, she mentioned that we would be demonstrating after the vigil at the Faculty of Commerce. Vigil organizers and other students chose to accompany the Union to the Faculty.

There was no sensationalism, no linking of Stanbury to Lepine or anything of that sort. However, it is the Union's view and the view of many other groups that **all** violence against women must be opposed and that the bullying and intimidation by Stanbury of the members of CUPE 2950 is a **form of violence against women**. The vigil was an expression of opposition to all violence against women as well as a day of remembrance for those who were murdered at l'Ecole Polytechnique.

The Union Executive want your comments and feedback on this press release and our actions to date. We will need your help in the future to continue our campaign against bullying and harassment of all our members at the University. Please give us a call at the Union office 224-2308 or fax us at 224-6496. All calls will be treated with the strictest confidence.



FACSIMILE TRANSMISSION

Division of Neurology
Department of Medicine
University Hospital, UBC
2211 Wesbrook Mall
Vancouver, B.C. Canada V6T 2B5

Off: (604) 822-7570
Lab: (604) 822-7143
Fax: (604) 822-7897

DATE: December 19, 1991

ATTN: Greg Fisher, President, CUPE 2950

ADDRESS: Canadian University Employees

2166 Parkway, UBC

Vancouver, B.C., V6T 1V6

FAX #: 224-6496

PHONE #: 224-2308

RE: The Union's Response to the Bill Stanbury Case

MESSAGE:

Dear Greg:

I would like to applaud our union leaders and members for their courage and wisdom in publicly opposing the harassment and intimidation by Bill Stanbury against some of our union members in the Faculty of Commerce. Special thanks should go to Vic Wilson for his faithfully fulfilling his duties as a shop steward and for having the strength to stand up against such wrongdoing.

It seems that words alone have not brought Prof. Stanbury to justice. Perhaps the greater strength of action, and action of a public nature, will stop his future hurting of women who deserve neither his tactics nor his presence.

Why should a small man like Stanbury profit by so much power? I would encourage you as leaders to continue this strategy of publicly defending the rights of our union women and of speaking the truth about those like Stanbury who violate them.

Yours sincerely,

K. Stanfield

Kathleen Stanfield

KS/ks

DEC 19 1991

Faculty of
Commerce &
Business
Administration

The University of British Columbia
2053 Main Mall
Vancouver, B.C. Canada V6T 1V2
Tel: (604) 822-8316 Fax: (604) 822-8521

December 13, 1991

Union Executive
Canadian University Employees
CUPE Local 2950
2166 Western Parkway
Vancouver, B.C.
V6T 1V6

DEC 23 1991

Executive:

We, Commerce staff, were upset and appalled by the FAX sent to all CUPE 2950 members on campus last Friday. We were even more appalled by the Press Release sent to each member by mail today. Did you have Dr. Stanbury's permission to release his home address and telephone number?

We cannot believe that Professor W. Stanbury's name should have been connected with the horrendous happening in the Polytechnique. The death of 14 women at the hand of a deranged human should not be belittled. The service was a memorial not a demonstration. You claim there was no sensationalism, no linking of Stanbury with Lepine, yet the vigil changed into a demonstration in the space of 11 words in your fax. We feel that Gail Robertson was handling this sensitive situation with decorum.

In closing, we the undersigned have found the behaviour of the Union's Chief Shop Steward to be far more intimidating than that of Professor Stanbury. We are embarrassed to be members of and connected with this union.

Yours truly,

Barbara French

Suzanne Shui
Gail Robertson

J. McGowan
H. Heon

A. Hamilton
M. Silva



Canadian
University
Employees

2166 Western Parkway, U.B.C., Vancouver, B.C. V6T 1V6

CUPE LOCAL 2950

224-2308

January 7, 1992

Frank Eastham
Associate Vice President, Human Resources
350 - 2075 Wesbrook Mall
University of British Columbia

Dear Mr. Eastham,

I am compelled to write you at this time because even though it is now over one month since our press release on December 5, and our public action of protest on December 6 regarding Professor William Stanbury's treatment of female staff members in the Faculty of Commerce, the University has not responded publicly or privately to our demands for the imposition of further, real discipline.

If the University was bargaining in good faith when it agreed "The University and the Union recognize the right of employees to work in an environment free from sexual and personal harassment". (Article 9.04, current collective agreement between the parties) then you must concede that what we ask is not overmuch. All we ask is that Professor Stanbury be disciplined in a manner equal to that which one of our members could expect from a similarly serious infringement of University policy. As a result of evidence presented by the Union, the University imposed restrictions on Professor Stanbury's access to the female staff members in Commerce. During the period May 16, 1991 to November 30, 1991, Professor Stanbury breached those restrictions on no less than 7 occasions. One breach even occurred in full view of the Acting Manager of Employee Relations, Steve Gorham, Commerce's Senior Administrator Gail Robertson and myself.

In the face of this it was inconceivable to us that the restrictions were lifted.

We call upon you to reimpose the restrictions, insert a written warning to Professor Stanbury's personal file which makes it clear that further breaches will result in further discipline up to and including discharge and that the restrictions and written warning stay in place for two years.

These are the minimum consequences one of our members would expect were they the antagonist.

We challenge the University to treat all transgressors equally.

Yours,

Greg Fisher

GREG FISHER
Union Organizer for the Executive

cc. President Dr. David W. Strangway
Dean Dr. Michael A. Goldberg
Dr. William T. Stanbury
Mrs. Gail N. Robertson
Russ Francis, Vancouver Sun



CANADIAN UNION OF PUBLIC EMPLOYEES SYNDICAT CANADIEN DE LA FONCTION PUBLIQUE

December 11, 1991

DEC 13 1991

TO ALL CUPE LOCALS, DISTRICT COUNCILS AND DIVISIONS

At its meeting on December 6, CUPE's national executive board voted to support Canadian Auto Workers' president Bob White in his bid for the CLC leadership.

We want CUPE members to know the reasons for the board's decision.

Brother White is a visible and recognized leader who has tremendous respect among working people and Canadians in general.

He is a private sector labour leader who has taken a strong stand in support of the public sector and public sector issues.

As president of the CAW, he has put his union at the forefront of the fight for equality issues. He has the proven ability to mobilize members and build an effective fightback campaign against the enormous damage that has been inflicted upon Canada by the corporate agenda.

As a CLC general vice-president, Bob has been a close ally of CUPE's National officers in pushing for a stronger activist role for the Congress and for structural changes that will make the CLC more effective.

We believe that Brother White has proven that he can work with people of differing views and bring them together. He has proven that he has the ability to lead a broad coalition of unions and other social groups.

He can go head-to-head on behalf of workers with any government or business leader in this country. We are confident that he can and will be a superb leader for Canadian labour.

In solidarity,

JUDY DARCY
National President
Treasurer

GERALDINE MCGUIRE
National Secretary-

GENERAL MEMBERSHIP MEETING

21st November, 1991

MINUTES

The meeting was called to order at 12:45 p.m.

1. ROLL CALL OF OFFICERS

Greg Fisher	President
Shirley Irvine	1st Vice President
Ann Hutchison	2nd Vice President
Polly Diether	Treasurer
Vic Wilson	Chief Shop Steward
Stephen Montgomery	Chair, H & S Committee
Jennifer Martin	Recording Secretary
Sharon Krowchuk	Sergeant-at-Arms
Lynn Jenkinson	Sergeant-at-Arms
Paul Tetrault	Business Agent

The meeting was called to order at approximately 12:45 p.m.

2. ADOPTION OF AGENDA

MOVED: Erickson / SECONDED: L. Kirk
That the agenda be adopted as amended.
CARRIED

3. ADOPTION OF MINUTES of October 24, 1991.

MOVED: Erickson / SECONDED: Moen
That the minutes of Oct. 24, 1991 be adopted.
CARRIED

4. BUSINESS ARISING

Elections

It was agreed by the membership that the Election Committee will consist of Sheri Wenman, Chuck Erickson and the two Sergeant-at-Arms (Lynn Jenkinson & Sharon Krowchuk).

Candidates for President are Ann Hutchison and Vic Wilson. Both candidates spoke about their reasons for running as President. There were no questions for either of the candidates.

The ballots were handed out by members of the Election Committee. The ballot boxes were distributed. While they were being counted the meeting continued its business.

MOVED: Wilson / SECONDED: Zagar

That we table the motion to establish a Womens' Committee until the January meeting.

4. PRESIDENT'S REPORT

Greg was acclaimed as Director of the Pension Committee. Greg spoke about his time as President.

The election results - 62 votes for Vic Wilson, that makes him the new President. Ann Hutchison was nominated as 1st Vice-President (she declined). Ann Hutchison was nominated as Chair of the Contract Committee and 2nd Vice-President. Ann accepted the nomination and was acclaimed.

Polly was acclaimed as Treasurer. Nominations for 1st Vice President were Lois Moen, Gail Runnals and Shirley Irvine, none of them accepted the nomination. Sharon Krowchuk (previously nominated) was acclaimed as 1st Vice President. Stephanie Shepard was nominated Chair of the Health & Safety Committee she was acclaimed. Rosemarie Page was nominated and acclaimed Chair of the Education Committee. Nominations for Recording Secretary were Stephen Montgomery and Jennifer Martin. Both candidates spoke to their nomination.

While the ballots were being counted Greg continued with his President's report. Greg was proud that we have made headway in maintaining a full Executive, communicating in the newsletter and becoming more political.

7. OFFICE STAFF REPORTS

Business Agent's Report

Paul summarized his report for the November newsletter (p. 4-6). Our application to the IRC is in a bureaucratic delay.

Jennifer Martin was re-elected as Recording Secretary. Greg called for a Chair of the Newsletter Committee... Suzan Zagar accepted, because Sandy Lundy was not present at this meeting was considered to have declined. Stephen Montgomery - accepted. Laura Kirk - not accepted. Each candidate spoke to their candidacy. Ballots were distributed and collected.

Paul continued his report. From Aug. '90 to the present we have been working on the Sec. 34 application which is the biggest contested application in B.C. history. The global proposal outlined on P. 4 of the newsletter was agreed to by the Grievance Committee. We are now filing with the IRC seven positions which will be heard in the near future. These positions are very much a reverting to the old standard of male managers and non-Union female clerks. This is Union busting.

Greg reported results of the vote for the Newsletter Chairperson is Suzan Zagar. Nominations for the Sergeant-at-Arms are: Lynn Jenkinson, Laura Kirk, Lois Moen and Stephen Montgomery. Lynn remained in the meeting while the ballots were being counted.

Paul spoke about the fine line between who is in or not in the bargaining unit. A manager - outside the Union has the power to hire and fire whereas a Union employee does not have this authority. Alannah wishes to see this issue of fellow members supervising and being supervised worked on at the Union level.

8. TREASURER'S REPORT

Polly announced that she will be preparing a budget and is organizing a Christmas party. The month end statements will be in the January newsletter.

9. COMMITTEE REPORTS

Chief Shop Steward

Outlined workshops to take place on Dec. 2 & 3

Contract Committee

We began negotiations again that afternoon. Merit increases would allow 3% for non-union techs, the faculty are taking strike votes. Joe Denofreo continued. CUPE 116 rejected their proposed settlement. Joe will now be working for the 3 CUPE locals on campus which represents 42,000 employees.

Grievance Committee

Lois Moen is a new member of the Committee. The IRC application continues to be a major task. The Grievance Committee is also dealing with harassment by employers of employees, contract interpretation issues, misclassifications, flextime, etc. Starting Jan. 1st we are entitled to tuition waivers for any courses offered by the Computing Centre and Botanical Gardens.

Health & Safety Committee

The RSI - Ergonomics Conference was conducted, the leader of the conference will continue to monitor the workplace for ergonomic appropriateness of workstations.

Trustee - Jan. 1, 1992 - Dec. 31, 1994

Rosalee Dennie was nominated as Trustee but she had to decline.

10. NEW BUSINESS

Election of delegates to the B.C. Federation of Labour Convention.

MOVED: / SECONDED: By the Executive

That we send three delegates to the B.C. Federation of Labour Convention. This would involve booking off of delegates for 5 days next week, which along with the registration fee and per diem costs would amount to \$100.00 per person, plus their salary for those 5 days.

CARRIED

BC Federation Delegate Nominations

Catherine Martell would like to go
Ann Hutchison - declined, Vic Wilson, Greg Fisher, Shirley Irvine - declined, Alannah Anderson - declined, Stephanie Shepard - declined, Gail Runnals, Stephen Montgomery - declined, Sharon Krowchuk - declined

MOVED: N. Love / SECONDED: Diether

That we amend the motion and send 4 delegates to the B.C. Federation Convention next week.

CARRIED

Delegates will be: Catherine Martell, Vic Wilson, Greg Fisher & Gail Runnals

Stephen Montgomery and Lynn Jenkinson are the new Sergeant-at-Arms.

CONTINUED ON PAGE 6

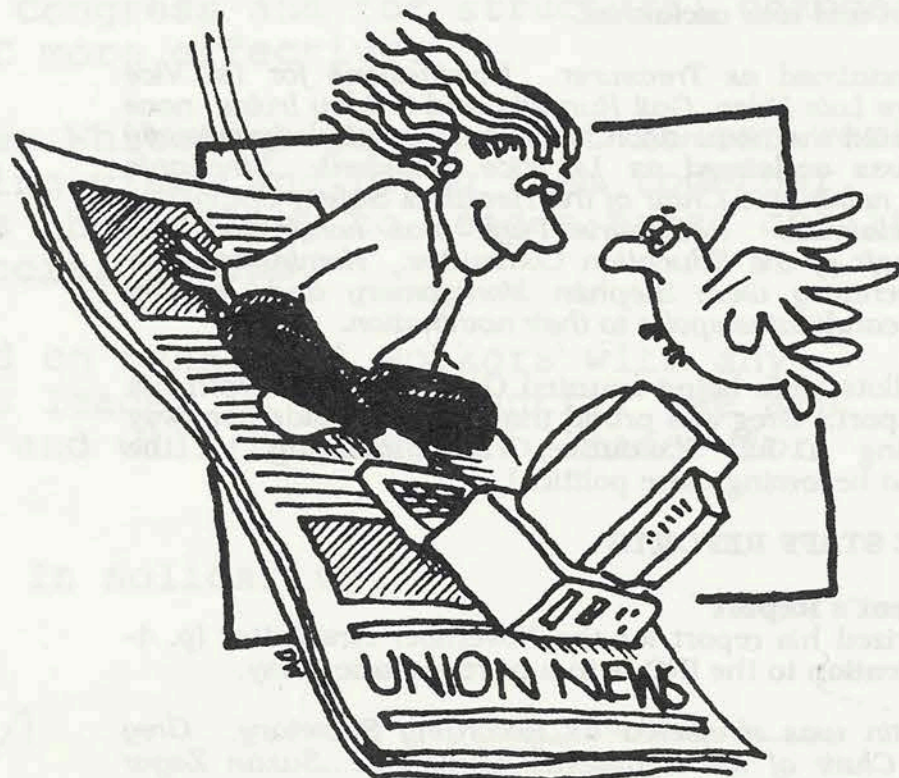
GENERAL MEMBERSHIP MEETING

30th JANUARY, 1992 @ I.R.C. ROOM 1'

12:30 - 2:30 P.M.

A G E N D A

1. ROLL CALL OF OFFICERS
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES OF Nov. 21st, 1991
4. BUSINESS ARISING FROM THE MINUTES
5. UNFINISHED BUSINESS
6. PRESIDENT'S REPORT
 - i. Hospital Employees Union - Possible Strike
7. OFFICE STAFF REPORTS
 - i. Business Agent
 - ii. Union Organizer
8. TREASURER'S REPORT
9. COMMITTEE REPORTS
 - i. Chief Shop Steward
 - ii. Contract
 - iii. Education
 - iv. Grievance
 - v. Health & Safety
 - vi. Newsletter
10. NEW BUSINESS



CALM