

## **Your president and executive recommend affiliation with CUPE**

The President and Executive Members of Canadian University Employees recommends to the membership that CUE affiliate with the Canadian Union of Public Employees.

As you know, our two-year Service Contract with CUPE ends at the end of February. Sometime during the next few weeks we must decide whether or not we will formally affiliate with CUPE.

Your executive considers this a very important matter and has called a General Membership Meeting for Thursday, February 26 to discuss the issue in full. Following that information meeting, a ballot will be sent to each member of CUE giving you the final say on affiliation.

This issue was discussed at length by your executive and in this short report we share with you the major reasons why we consider it in our best interest to formally affiliate with CUPE - Canada's largest union.

Our Autonomy Will be Respected. CUPE is unique among unions for the autonomy it allows its local affiliates. As a local union of CUPE we will still be referred to as Canadian University Employees. In addition, however, we will be assigned a CUPE local union number.

As members of CUPE, we will continue to make our own decisions, set our own priorities and chart our own destiny.

However, we will have the additional clout of a large national union assisting us whenever we need help and guidance.

Our By-Laws Will Be Altered, Minimally. As a CUPE local affiliate, we will be required to alter our by-laws a bit. But these changes will not lessen our autonomy. The major change will be an increase in the number of our Table Officers. We will change our by-laws to accommodate a second vice-president (instead of the single vice-president we presently have) - with each of the two having specific responsibilities.

We will also be required to have Trustees who will be non-voting members of the Executive. The Trustees' role is to 'police' the Executive and report directly to you, the members.



How we take care of our affairs, what our bargaining priorities are, and other major policy decisions are not altered by being members of the Canadian Union of Public Employees.

Financially, We'll Be Better Off. The union dues paid by each member of CUE will not change whether we affiliate with CUPE, or not. However, for the same amount of money, we will have the resources of a large national union to draw from.

We will enjoy the benefit of having all CUPE's National Departments at our disposal. For example, we'll have experts to assist us with Step-3 Grievances if we so desire--at no cost. We'll have the benefit of CUPE's Education Department to teach our members how to be successful shop stewards, how to handle grievances, how to improve our newsletter, and access to many other necessary courses.

CUPE's Research Department is now computerized and is able to give us up-to-the-minute contract comparisons across the country and cost-of-living data. All at no additional cost to our members, and these are services we enjoyed in negotiating our last contract.

As a small union on our own, we could not afford these services, nor could we afford to retain the experts CUPE has in the areas of Occupational Health and Safety, Equal Opportunities, Public Relations, Job Evaluation and Computer Technology.

CUPE also has a massive Defence Fund which provides every affiliated member with strike pay if he or she is forced onto a picket line by an employer. And CUPE's Defence Fund is also used to assist any local union which is under attack. (We recently tapped into CUPE's Defence Fund to pay for research on Ritchie and Associates - the so-called "efficiency experts" on campus.)

Our union presently has a strike fund of \$125,000 which will remain with us even after we vote to affiliate.

Your executive has received budget projections for 1987 to indicate where we will be if we affiliate with CUPE and if we don't. These projections were prepared by Helen Glavina, with the assistance of a CUPE accountant, for the previous executive.

Here's the bottom line: If we affiliate with CUPE, we'll end the year with a budget surplus of \$1943. If we don't affiliate, it is projected that we'll end the year with a budget deficit of \$15,497. (See blue budget projections.)

That's a strong financial argument in favour of affiliation.



In addition, CUPE National President, Jeff Rose, has assured us that we will receive special financial assistance until the end of 1987, to help us overcome the backlog of extraordinary expenses we have incurred over the past year.

We'll Get The Help We Need - Without Interference. Your executive has examined the pros and cons of affiliation and we feel comfortable in recommending that we join CUPE because we're sure our members will receive all the help we need - without someone from the outside telling us what's best for us.

Your new executive is also committed to cutting our unnecessary expenses such as excessive booking-off, overtime payments, and other expenses we consider superfluous.

After we get our own financial house in order (which we expect to do this year!), our union should operate quite smoothly.


We have requested that CUPE give priority consideration to placing a National Representative full-time on the UBC campus to look after the affairs of all the local unions here. This matter is being seriously considered by CUPE's National Officers. Although we have received no guarantees, it has been suggested that an on-campus representative three days per week is another possibility.

Your executive has looked at every aspect of this question. It is our considered opinion that affiliation with CUPE is our best choice.

However, this short report cannot cover every detail of this affiliation. That's why we urge you to be at the General Membership Meeting on Thursday, February 26. At that time, we will be able to answer any additional questions.

Submitted respectfully,

On Behalf of the Executive  
Canadian University Employees



ADRIEN B. KIERNAN  
PRESIDENT

February 10, 1987

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