



To whom it may concern:

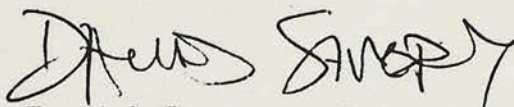
I would like the following information to be included in the package which will be distributed to the members before the vote to affiliate with CUPE:

Members:

I would like to explain a paradox that seems to be evident in our affiliation with CUPE- to wit, what is the advantage afforded to us in being affiliated to 331,000 people, if we are to remain a separate, certified bargaining island unto ourselves? Apparently, we would gain access to CUPE's resources- their lawyers, their researchers and their defence funds- but not their manpower (ie not a mass strike action). This access is conditional upon the nature of our need and would depend on our need setting a precedent and/or having a large-scale, national effect. This means that the decision with respect to resource access would be made by the majority in Ontario, and would almost certainly have us at some point bemoaning "regional disparity".

Before we consider an affiliation with CUPE, we should first consider whether or not we should affiliate with anyone, and from there, consider an affiliation with another union like the BCGEU (who, until our present president closed negotiations with them, were interested in accepting us). The major advantage to joining a union like the BCGEU is that we would be part of a large local union with a better understanding of the local issues before us.

I am not suggesting that we should not affiliate with CUPE, only that we should vote no to stall for time. I doubt that CUPE will lose interest in us, we owe them nothing, and our exploring of alternatives in no way constitutes bad faith, simply good planning.


David Savory, Library

WHY WE CANNOT AFFORD CUPE

Our union has had a trial affiliation with CUPE for the past two years and now is the time to decide whether or not to permanently affiliate. The decision should be based on an evaluation of what CUPE has done for us in the past two years and on whether we can afford to affiliate without financially crippling our local union structure or raising union dues to cover the levy imposed by CUPE.

Joining CUPE will necessitate either a drop in service to our members because of a shortage of funds or a rise in the dues that each member must pay. The budget projection for 1987 indicates that we will be sending a minimum of \$159,600.00 a year to the CUPE National Office in Ottawa. This amount is collected from our union dues. Whatever is left over remains to finance our local operation. We must therefore look hard at what we actually obtain for the large amount that we send away and whether the amount left over is sufficient to operate our union office here at U.B.C.

It is the local that protects its members and affiliation with CUPE does not change this fact. Affiliation would not alter our need to maintain a union office on campus, administer our contract, or provide service to our members. CUPE's brochure, "The CUPE Story" states that "once the agreement is signed, it is the function of the local to see that it is not violated by management." This function takes money over and above what we pay out to CUPE National. We need sufficient full-time union staff in our U.B.C. office to administer the contract and to provide full protection and service for our members. The CUPE staff representative is not a substitute for our own full-time staff representatives as he must service several union locals and is therefore not as accessible as if he had to service only our own local.

Although we could look to CUPE for some help, we would still be expected to operate as an autonomous unit. For example, when the university violates the collective agreement and the resulting grievance is not settled, we must pay one-half of the arbitrator's fees (the university pays the other half) out of our local's funds. While it is true that the CUPE staff representative assigned to us will represent us in arbitrations, if we decide that the case is complex enough to require a lawyer, we will have to pay the legal fees out of our local's funds. The CUPE Defense Fund will only pay legal fees (or provide lawyers) for cases that the CUPE National Office in Ottawa considers to be precedent setting. Many of our cases, however, may not be considered to be precedent setting by the CUPE head office but may still arise out of severe violations of the contract by the university. In other words, they may be precedent setting for our collective agreement but the CUPE head office may not consider them to be precedent setting for Canada and therefore will not fund them.

Affiliation with CUPE would give us access to research material, education facilities, etc. We must consider whether it is \$159,600.00's worth per year and we must also review what CUPE has done for us in this area in the past two years during our trial affiliation. There were expectations that CUPE would provide frequent steward training and organize the division structure. This has not been the case in the past two years and there is no reason to believe that

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UNIVERSITY EMPLOYEES'
UNION (C.U.P.E.)

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it will change once we permanently affiliate. Although CUPE did provide us with one stewards' training session, that was no more than we previously had when we were on our own. The division structure is no more organized than it was two years ago.

The CUPE conferences and outside courses that we were eligible to attend during our trial affiliation were not free. We still had to finance expenses (out-of-town travel, room and board, etc.) out of the local's funds and this will continue to be the case after affiliation. CUPE does provide access to contract research such as cost-of-living comparisons, costing of contracts, etc., but affiliation is an expensive way to obtain this information. Prior to the trial affiliation we contracted this type of research out to the Trade Union Research Bureau for a reasonable amount when it was required.

The executive statement that affiliation with CUPE would lead to a surplus is based on the assumption that there will be very low legal expenses, low office expenses and the continuation of the \$3,000 per month salary grant from CUPE. As far as I am aware, CUPE has made no commitment to continue the salary grant beyond 1987. Even with affiliation we will have heavy legal and office expenses which will have to be financed with whatever is left to the local after \$159,600.00 is sent annually to the CUPE office in Ottawa. I do not believe that joining CUPE on the terms presently proposed is in the best interest of the membership of this local because the services that CUPE will provide to us are not worth the \$159,600.00 annual cost of admission.

Shirley Irvine

I am in favour of joining CUPE. Here's why:

1. Experience

Rarely has our inexperience and lack of solidarity as a union been more evident than at last week's membership meeting. With all due respect to both former and present Executives, we clearly need the stability of a larger union behind us. CUPE is demonstrably more experienced than we are, and has much to offer; their current representative on campus, Joe Denofreo, already offers us advice based on that experience.

2. Education

Another way in which our inexperience can be banished is through education. CUPE can offer us workshops, courses and conferences on various aspects of the labour movement and union organization. I attended a shop steward workshop last year, and found it quite helpful. Committees that have found recruitment difficult in the past will be able to entice prospective members with workshops on contract negotiation or grievance procedures. As a result, our reputation and clout with UBC management cannot help but improve if we are forearmed with knowledge and experience.

3. Legal assistance

Joe Denofreo has already been helping other CUPE locals in the Lower Mainland for years with routine legal matters, and can help us too. This will offset some legal fees and enable us to divert funds for more unusual legal situations beyond Joe's expertise.

4. Efficiency

The recent office administration and membership servicing report by CUPE Job Evaluation Representative Doris Hanson pointed out large organizational gaps in our union office, and offered concrete suggestions as to how we could improve our efficiency. We are under no obligation to adapt any or all of these suggestions; however, we clearly need some changes and should we choose to make them, a continuing relationship between our local and CUPE would reinforce and support these changes. Some members feel that our philosophical and/or ideological base as a small independent union will be altered if we elect to join a larger, more "corporate" union. However, at last week's meeting, both Joe Denofreo and CUPE president Jeff Rose's representative assured us that our basic integrity as a union will not be altered unless we want it. CUPE will not have the right to impose ideology on us, but rather will have an influence, I hope, on our procedures and methods which surely have to improve.

Any concern I might have about finances are overshadowed by the above factors. If it costs more to join CUPE, it will be well worth it because, as I see it, we can only benefit in the long run.

Joanne Steven
Psychiatry



CANADIAN UNION OF PUBLIC EMPLOYEES
SYNDICAT CANADIEN DE LA FONCTION PUBLIQUE

Office of the president
Bureau du président

21 rue Florence Street, Ottawa, Ontario K2P 0N6

March 5, 1987

Dear CUE Member,

You are about to make an important decision by voting for your choice of union representation. I hope you will decide to mark your ballot in favour of the Canadian Union of Public Employees. I am confident you will continue to see significant benefit from your affiliation with CUPE.

I say this without hesitation because CUPE will continue to deliver all the services and expertise you need.

In order to serve the varied needs of our 330,000 members from coast to coast, CUPE has developed a staff of experts in every field associated with labour relations.

We provide well-trained negotiators, lawyers, researchers, educators, job evaluators and experts in the field of public relations, grievance-handling and arbitration, health and safety, equal opportunities, pay equity and many others.

Because we are a large, experienced organization, CUPE is able to respond quickly and effectively to whatever problems you may encounter in dealing with your employer.

For example, when the University of British Columbia employed Ritchie and Associates to impose its antiquated labour relations style, CUPE responded on your behalf by retaining investigative researcher Donald Gutstein to expose the practice. I travelled to UBC, following the completion of the research, to report our findings at an on-campus news conference.

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2.

My subsequent meeting with UBC President David Strangway resulted in the formation of a joint, high-profile committee which will work against further anti-worker steps. The committee includes one university vice-president, two members from Personnel as well as representatives from CUE and the other two CUPE locals on campus.

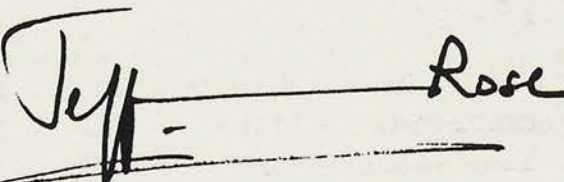
This is just one example of the productive relationship CUE and CUPE have shared during the past two years. The future holds many exciting possibilities, and I'm also sure you'll enjoy the community of interest you share with other CUPE members across the country.

During my visits to the UBC campus, I have been told by many CUE members that they strongly support affiliation with CUPE because of the "clout" your membership will have with Canada's largest union behind you. That's true.

Both CUE and CUPE have grown stronger as the result of our two-year association. Let's continue this productive relationship.

Please vote to stay with us.

In solidarity,


JEFF ROSE
NATIONAL PRESIDENT

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P.S. Please vote now. And return
your ballot as quickly as you
can.

A Message to All Fellow C.U.E. Members - From Chuck Erickson, Administrative Clerk - Financial Services - Payroll

I have seen many changes both within the University and within the C.U.E. Union (formerly AUCE) during the last ten years. At first the proposed merger with CUPE worried me. I was concerned about losing our individuality and about being "taken over" by a large union that didn't really recognize our independence. I now find my fears were groundless.

As a shop steward during the last two years I have had the good fortune to work with very dedicated union rep's and support staff. During these two years there have been many times when I felt like giving up. Being a shop steward in Financial Services has kept me very busy and in constant need of guidance, reassurance and support. I received all of these in abundance. There have been many people to whom I owe a great deal of thanks - Ted Byrne, Joe Denofreo, Patricia House, Kitty Byrne and Helen Glavina, just to name a few. Without the dedication of people like these our union could not operate.

I have taken advantage of the CUPE shop steward training program. This program, in my opinion, should be mandatory for all shop stewards. I have also taken advantage of many other CUPE services made available to us during our two year trial period.

It is vital that each and every member vote on this issue. If passed, it will have a very positive effect on our union's future.

I am voting in favour of this issue and I hope that you too will agree with me and VOTE YES to CUPE.

To the CUE membership:

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

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

Respectfully yours,

Gwen Gregor (Library)
Philomena Vacheresse (Library)

Gwen Gregor
Philomena Vacheresse

I feel very strongly that the membership is being asked to make an irrevocable decision based on a complete lack of any concrete information on what CUPE is offering us. There are only vague indications that "we will receive special assistance until the end of 1987" and that the Executive has asked "that CUPE give priority consideration to placing a National Rep. full-time on the campus..." and that this matter is being seriously considered by CUPE National".

It has always been the intention that these above mentioned matters would be negotiated before affiliation occurred. Indeed, our National Rep has been made aware many times, particularly by Ted Byrne and myself, over the last year that these would be demands made by us. During the last Executive meeting that I chaired before leaving office I raised the concern that I had as to who, given the coincidental - by virtue of our election occurring in the beginning of 1987 - change in the Executive of our local, would negotiate the terms of our affiliation. I suggested at the time that a negotiating committee be struck from the Executive and the membership to deal with this issue. Our CUPE Rep. suggested that the new President would be the logical person to take on this role - this would tend to support my contention that negotiations would take place. A representative from the National Office of CUPE was to come out here "to make us an offer". It is now being maintained that there was never any discussion with regards to the approaching "negotiations". Mr. Cam Masse did come to Vancouver on February 5th. What was his offer? If he did not come out here to negotiate, what was the purpose of his visit? I now have no choice but to assume that due to the change in the makeup of the Executive, and perhaps because of their lack of awareness of the complexities of the situation, that CUPE no longer felt they needed to offer us anything. This certainly smacks of opportunism on CUPE's part, if not bad faith and does not bode well for the future. If we can't negotiate terms before a vote on affiliation, it is going to be more difficult, if not impossible, to do so afterwards. Even the vague 'promises' mentioned in the information packet sent out to the membership are apparently not in writing.

I am also troubled by the existence of glaring errors in the financial material sent out. On the sheet headed: "It Will Cost Us Less If We Join CUPE", a comparison is made using several areas of expense between 1983 (before the service contract) and 1986 (during the service contract) with the intention of making the point that our expenses have been drastically reduced due to our contract with CUPE. I question the figures listed under 1986. For instance under Courses/Conferences the 1986 figures show 0. This is either serious oversight or misrepresentation. I can think of a number of expenses accrued in this area: We sent a delegate to the CLC Convention in Toronto, we sent someone to a course at Naramata (a CUPE run school, yes, but we still pay), I attended a Library Conference along with four other people, two Executive members were sent to the CUPE BC Convention in Vernon, three people attended a Continuing Legal Education two-day seminar, stewards attended courses at Capilano College. Under Legal/Professional again there is a 0. There were legal expenses in 1986. They may have been 'extraordinary', but then it seems to me legal expenses are always extraordinary. This particular listing leaves one with the very clear impression that if we join CUPE this type of expense will not exist. This is simply not true. For instance I spoke with representatives of two other CUPE locals recently who informed me that last year one spent around \$15,000 on legal/arbitration

expenses and the other spent \$5-6,000 on lawyers and a considerably larger sum of \$20,000 on the Trade Union Research Bureau (this expense - related to job evaluation - raises a question in my mind: if this is a resource available through CUPE - which it is - why was CUPE not used?). We will still have to pay for many services ourselves. CUPE has in the past made it clear to us that they would provide a lawyer if the issue has either national or regional ramifications, otherwise we pay. I would hate to think that we won't have that choice due to the lack of funds.

I was given the impression at the Feb. 26th General Membership Meeting that some people feel we now owe it to CUPE to join - after all they have taken care of us for the past two years. Don't forget, the majority of that assistance came out of our office, from our people and that will have to continue. We have paid on average something like \$13,000 per month in dues to CUPE over the last two years. Rest assured some of that money has been spent on us (especially the research and report on Ritchie & Assoc. where CUPE probably spent around \$10,000, but then we probably spent close to that ourselves) but not \$13,000 per month's worth. To a certain extent we are paying for protection - clout at the bargaining table, the financial feasibility of going on strike if necessary. And maybe, in the end, that's enough. Our need for vigilance will increase upon joining CUPE not decrease, which I fear is the mistaken notion some members may have. CUPE will not be coming in to take care of everything for us, nor should we want them to.

Before voting on affiliation we should know very clearly what we can expect from CUPE. CUPE is aware how financially difficult it is for us to join and are also aware of the need (due to the size of the collective membership of CUPE locals on campus of approximately 4,000 people) for a National Rep to be situated full-time on the campus. If a Rep services 8 locals - as ours does - how good can the service be?

What distresses me most is that we could have - and should have - gotten a better deal. We are a large local (3rd or 4th largest in B.C.), we are not without the power to make demands. And as it stands today, it appears we will be handing ourselves over at a bargain basement price.

Kitty Byrne
Past President