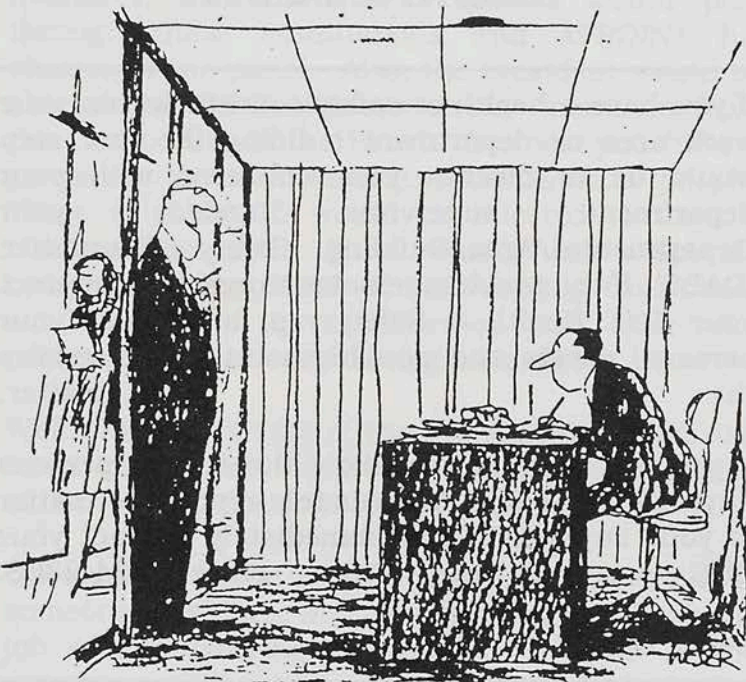


ON CUE

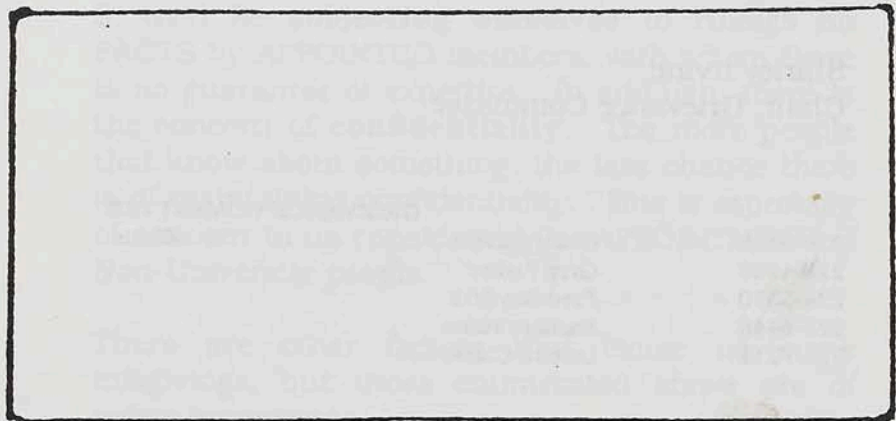
FEBRUARY 1989

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"Try to work harder, Moorhead. You'll feel better for it."



Grievance Committee Report

If any of you think that the University goes out of its way to provide an environment free of sexual harassment, think again.

Last summer, a sexual harassment grievance was filed by a CUE member against her supervisor.

The University supported the supervisor in the grievance procedure and concluded that because the outcome of its investigation was inconclusive, it could not discipline the supervisor. The University's stated position was that the admitted problem of unwelcome touching and personal comments did not necessarily amount to sexual harassment.

This shows that the University is still taking the type of complacent attitude towards harassing behaviour that employers traditionally took in the past but which more enlightened employers now recognize to be socially unacceptable. Although the University does profess to be concerned about sexual harassment, it appears that only the most blatant forms of harassment are, in fact, recognized by this employer if recognized at all.

The Union invoked arbitration but, in an attempt to settle, the Union decided to meet with the University. Our position was that we would consider the grievance resolved if the University would provide a letter to the grievor acknowledging that the supervisor's actions could be construed as sexual harassment and if the University would compensate the grievor for the wages she lost when she was transferred from her position.

The University agreed to pay her the lost wages but is adamant that it will not provide the requested letter.

The grievor and the Grievance Committee feel that this is no resolution at all and that once again the University is supporting its management personnel to the detriment of our members.

Shirley Irvine
Chair, Grievance Committee

GRIEVANCE COMMITTEE		
224-8333	Shirley Irvine	Chair
228-4968	Greg Fisher	
228-5370	Fred Snyders	
228-6446	Barbara Kane	
228-7212	Loretta Clarke	

CONTRACT COMMITTEE REPORT

January 25, 1989

The Contract Committee met with the University negotiating team for the first time January 12th to introduce committee members and to schedule dates for the bargaining sessions.

Things are off to a slow start for this round of negotiations because the University is only willing to meet for half days and then only a few times per week. They indicated that they currently have a number of negotiations underway and can therefore only give us a limited number of meeting dates.

We have scheduled seven meetings in February and the first meeting will now be on February 2nd at which time we will exchange proposals.

Fred Snyders
Chair, Contract Committee

CONTRACT COMMITTEE	
228-5370	Fred Snyders
228-2074	Diana Ellis
228-3292	Lee Bryant
228-2882/3	Alannah Anderson
228-3586	Nan Love
228-4968	Greg Fisher

HEALTH & SAFETY

If you have a health or safety concern within your work area or department building the first step would be to discuss your concerns with your department supervisor and/or your Departmental/Area/Building Safety Committee (DABS). If the problem remains unresolved, contact your CUE Health & Safety rep. to discuss your personal efforts and possible solutions to resolve the matter.

If you feel there is immediate threat to a persons physical well-being, immediately report the matter to your supervisor and immediately contact your CUE rep. at the Union office 224-2308.

Debra Dobie

HEALTH & SAFETY COMMITTEE		
228-2713	Estelle Lebtschnig	Chair
228-5778	Deborah Dobie	
228-3336	Pat Fornelli	

PRESIDENT'S REPORT

Ever since we sent out the Boycott notice regarding the President's Permanent Advisory Committee on Sexual Harassment (PPACSH), we have been deluged by members calling to ask "WHY?" The following outlines our reasons. By the way, a copy of the PPACSH can be yours if you contact the Union office.

AREAS OF CONCERN re: PRESIDENT'S PERMANENT ADVISORY COMMITTEE ON SEXUAL HARASSMENT

At present, if a CUE member goes to arbitration on a sexual harassment complaint, the arbitrator has jurisdiction over DISCIPLINE and FACTS. The PPACSH recommends modifications to existing collective agreements so that arbitrators would have jurisdiction over DISCIPLINE only, leaving the determination of the FACTS to the Hearing Panel. **Why is this a bad idea?** Because FACTS are always in dispute in grievances of this sort and we'd rather ask an arbitrator, who has experience and arbitral jurisprudence behind him/her, to make that determination. What's wrong with the Hearing Panel/Hearing Committee? Well...let's look at who would comprise the Panel, and how they're elected.

Page 8 of the report states that campus organizations would submit nominations for Panel members, and that the President would pick through these nominations and APPOINT his choices to the panel. Also, the President would be able to APPOINT NON-University members from the community to the Panel. So, now you have a panel of, say, 15 President-APPOINTED people. Three of those 15 would be selected to form a Hearing Committee which would hear a specific complaint. The Chair of this Hearing Committee would not be a member of the University community. **Not very democratic, is it?**

Well, that takes care of the Panel composition and "election" process, now, what about the jurisdiction of the Hearing Committees?

Obviously, if the arbitrator does not decide FACTS, someone else does, and you guessed it - that's the job of the Hearing Committee. Where is the assurance that our members will be looked after properly? -- We don't have any idea who will comprise any given Hearing Committee, or even, who the Non-University member(s) will be. Who are these non-university people? Not only do we not know who they are, but worse, we have no involvement in the selection process, and if the President appoints someone to the Hearing Panel with whom the Union has some difficulty, what

then? **No** recourse is open to us. Under our present procedures, the Union has some input and control over who will arbitrate any given case. And since, as mentioned before, the FACTS are the predominant factor in a grievance or arbitration, we want to protect our rights in the selection process. Therefore, it stands to reason that the Union would not like any procedure which denied our present rights.

Okay, so where were we? The Hearing Committee would hear the facts and so on. At the conclusion of the hearing, the committee could submit recommendations to the President. Page 13 of the report recommends that the President has authority to impose discipline, but need not be bound by the recommendation of committee. **In other words, the President can stay proceedings.** Well, isn't that dandy? What does that do to our member? He/she would go all the way through their procedure, only to find at the end of it that the President might not make a decision on the case at all.

Well, what would happen then? We would grieve it. The member would have to go through the whole thing again, and in the event of arbitration, yet another time.

If we agreed with the report, then we would be agreeing to the Hearing Committee deciding the FACTS. If we disagreed with their FACTS, we would have no recourse to have them reconsidered. At arbitration, you see, the arbitrator would only be allowed to rule on DISCIPLINE. And on what would the arbitrator base his review of discipline?

In summary, 1: we're **philosophically opposed** to APPOINTMENTS, since we democratically elect our representatives and officers; 2: **we'd have no input** in the selection process, or in ensuring we were adequately represented either on the Hearing Panel or on a Hearing Committee; 3: **we'd have no recourse** if we disagreed with the Presidential APPOINTMENTS; 4: we'd have to go through the entire procedure, and **if we weren't satisfied** with the result, go through it again in the grievance procedure, and maybe at the arbitration stage; and 5: we'd be **subjecting ourselves** to rulings on FACTS by APPOINTED members, with whom there is no guarantee of expertise. In addition, there is the concern of **confidentiality**. The more people that know about something, the less chance there is of maintaining confidentiality. This is especially of concern to us considering the APPOINTMENT of Non-University people.

There are other factors that cause us some misgivings, but those enumerated above are of prime importance.

Sexual harassment is a serious offense, so naturally we want to ensure we get the best protection there is. The President's Permanent Advisory Committee on Sexual Harassment does not protect our members as well as does our collective agreement. So why participate? We'd LOSE language, which translates into LOSING RIGHTS. Your Union has your best interests at heart -- witness the activity and workload of the Grievance Committee. As a matter of fact, the Grievance Committee Report outlines a current sexual harassment grievance which is in process. That should give you an idea of why we have to be ever-vigilant in maintaining our rights.

PRESIDENT

HEARING PANEL
up to 15 members appointed by the President from nominations by campus groups and Non-University people selected by President

3 MEMBER HEARING COMMITTEE
appointed by President from Hearing Panel
Chair - Non-University member

Complainant Respondent

MINUTES

It was decided at the January membership meeting that no minutes would be published until the Executive had edited them for publication. Unfortunately, the Executive has not had time to do this. If you would like to read them prior to their expected publication date (March Newsletter), please contact the Union office.

The next membership meeting of February 14th (see back cover for agenda) will see the adoption of four sets of minutes: Oct. 20, 27, Nov. 17, 1988, and January 11, 1989. **PLEASE BRING YOUR COPIES OF THE FIRST THREE MINUTES. COPIES OF THE JANUARY MEETING MINUTES WILL BE DISTRIBUTED AT THE FEBRUARY MEETING. IF YOU REQUIRE COPIES OF 1988 MINUTES, PLEASE LET US KNOW IN ADVANCE.**

A FAREWELL TO REBECCA

As you may know, Rebecca Davey is leaving our fine establishment. Consequently, you will not be seeing her cheery face at Membership Meeting anymore.

I'd like to take this opportunity to say a few words about Rebecca - a chance I never got in the office since I could never get a word in edgewise (heh heh).

Rebecca's optimism and unfailing good humour are assets that we will sorely miss. I'm sure we'll never find anyone with her tenacity with minutes, or creativity with the English language, both of which have proven indispensable, and a source of much laughter to the office staff.

I know Rebecca as a warm-hearted and sensitive person. She is always ready to lend an ear or a hand. Her view on issues is more often than not quite refreshing, and always compassionate. She is also very even-tempered--an imperative commodity for this business. These qualities, among many others too numerous to mention here, will serve her well in her new position. Rebecca will make the Faculty Association a fine secretary - as soon as she learns to type (heh heh heh).

I feel very lucky to have met and worked with such a lovely, caring woman, and want to sincerely wish her the very, very best of everything.

Pamela Lundrigan
President



LABOUR EDUCATION

CUPE's Education Department
and
Vancouver Metro District Council

are offering:

WEEKEND LABOUR COURSES

1. Grievance Handling in the Workplace
 2. Occupational Health & Safety
 3. Face to Face Communication
 4. Ways of Winning
- DATES: March 18 & 19, 1989
(Saturday & Sunday)
- PLACE: Kings Inn Best Western
5411 Kingsway
Burnaby, B.C.
- TIME: Registration: 8:30am
Classes: 9:00am - 4:30pm daily

Registration fee: \$20.00
Registration Deadline: March 10, 1989

METRO WEEK-LONG SCHOOL

1. Advanced Steward Training
 2. Facing Management
- DATES: March 13 to 17, 1989
(Monday to Friday)
- PLACE: Kings Inn Best Western
5411 Kingsway
Burnaby, B.C.
- TIME: 9:00am - 4:30pm daily

Registration fee: \$50.00
Registration Deadline: March 3, 1989

For more information on any of these courses, contact the Union Office at 224-2308.

228-2074 Diana Ellis
228-3199 Gayle Mavor

EDUCATION COMMITTEE

REMINDER

There is a General Membership meeting on February 14, see the back cover of this newsletter for details.

RETIREMENT PLANNING SEMINAR

This seminar is designed to help individuals to recognize the importance of retirement planning, and to provide information about issues which should be considered as retirement approaches. Participants spouses are invited to attend.

Topics include: Orientation to Retirement Planning, Pension Benefits & Retirement Income, Financial Planning, Good Health in Retirement, Legal Affairs of Older People, Utilizing Free Time, Housing & Community Services, and Relationships & Organizing Personal Resources.

DATES: April 3, 4 & 5, 1989
(Monday - Wednesday)

PLACE: The Sherton Villa
4331 Dominion Street
Burnaby, B.C.

TIME: Registration: 8:30am
Classes: 9:00am - 4:30pm daily

Registration fee: \$30.00
Registration Deadline: March 20, 1989

For more information on this seminar, contact the Union Office at 224-2308.

BOYCOTT THIS COMMITTEE !!

THE UNIVERSITY OF BRITISH COLUMBIA
INTERDEPARTMENTAL MEMORANDUM

To: All Faculty and Staff
From: President's Permanent Advisory Committee on Sexual Harassment
Date: January 16, 1989

SEXUAL HARASSMENT - ADVISORS

After an intensive process of consultation on campus, the University approved a University policy on sexual harassment. In order to implement the policy as soon as possible, the Permanent Advisory Committee on Sexual Harassment is beginning a search for two Sexual Harassment Advisors. These Advisors, one male and one female, must be regular University of British Columbia employees and will serve as the first official University contact in allegations of sexual harassment. They will provide a confidential advisory/information service to the person complaining of sexual harassment. They will also make recommendations concerning policy to the Permanent Advisory Committee on Sexual Harassment.

The persons entrusted with the responsibilities of these two positions must be knowledgeable of sexual harassment issues and familiar with the administrative, organizational and functional structure of the University.

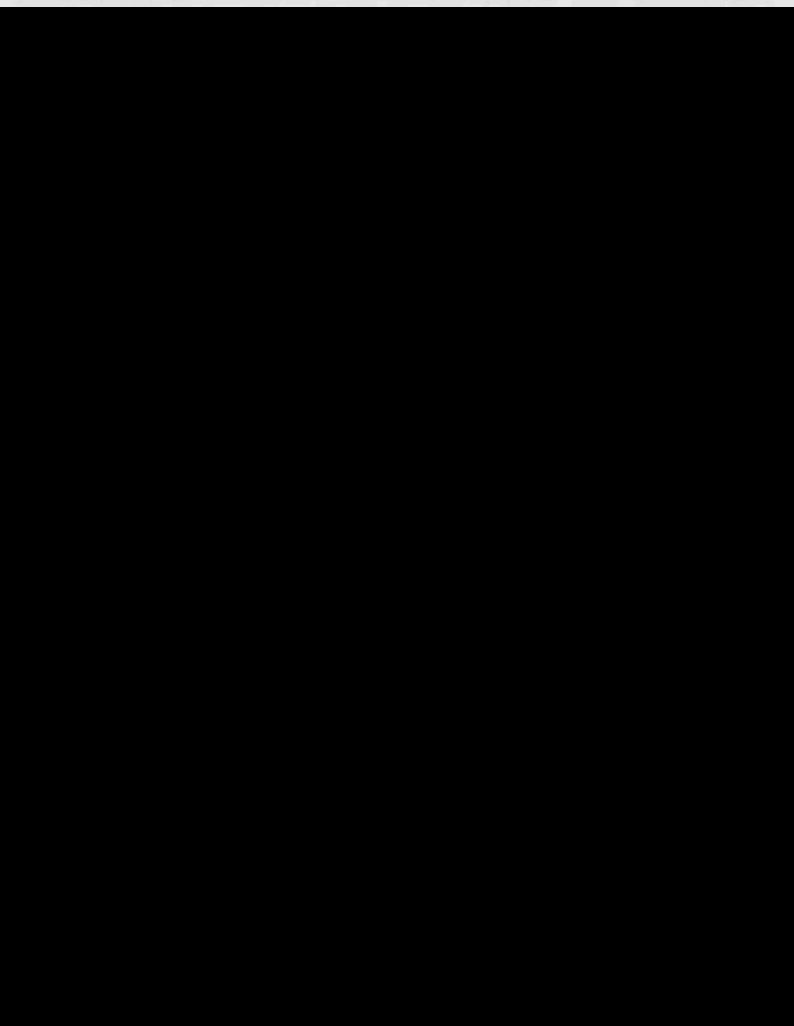
The Sexual Harassment Advisors must be able to deal in an objective, impartial, empathetic and confidential manner with the nature of the University community.

The amount of time involved in the role of Sexual Harassment Advisor will not be more than one-half of the individual's total responsibilities at the University. Arrangements will be contingent upon appropriate arrangements being made for release time from their present University responsibilities. Because this is a new arrangement, the President's Permanent Advisory Committee on Sexual Harassment in accordance with its mandate will monitor the arrangements and suggest changes where appropriate.

I would urge each of you to consider nominating colleagues who meet the criteria for Sexual Harassment Advisors. They will be essential to the success of the Sexual Harassment Policy at the University of British Columbia. A nomination form is enclosed.

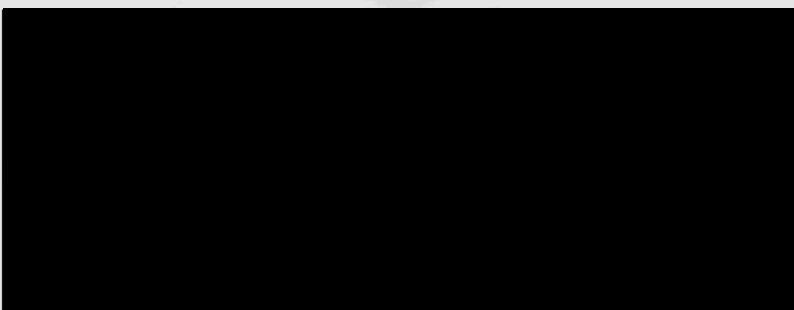
Larry Walker
Larry Walker
Chairman

One Price of Gender Equality at University of Manitoba



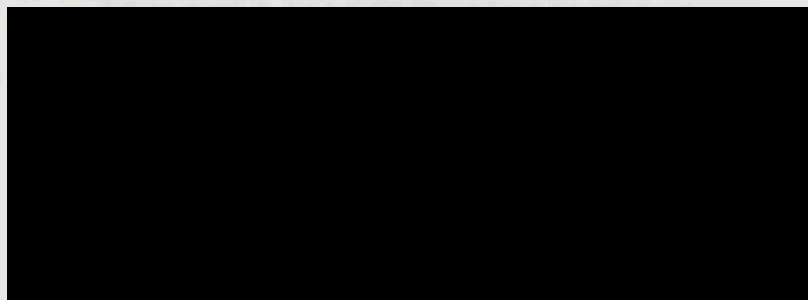
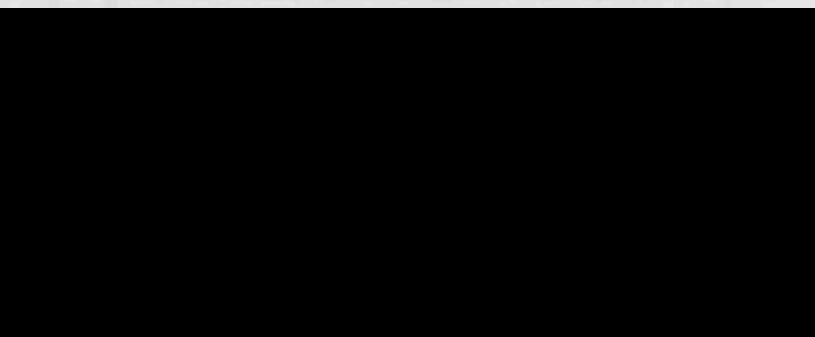
- article condensed from "Western Report" Nov. 28, 1988 -

Inflation, Pay Increases Not Linked



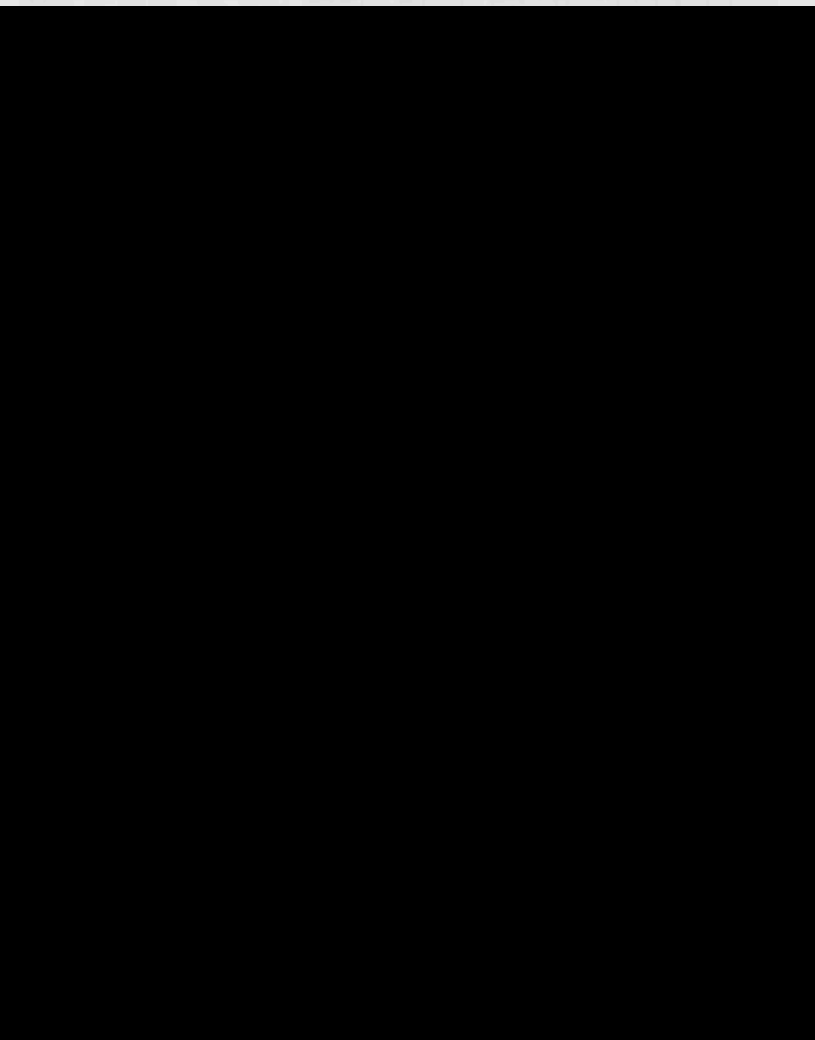
from Vancouver Sun, January 19, 1989.

Georgetti Wants Labor Law Rewritten

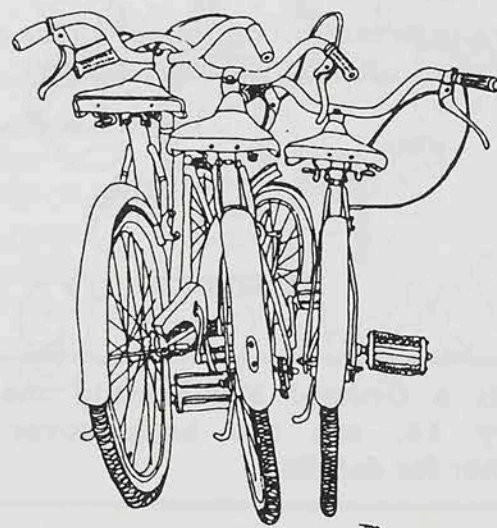


Vancouver Sun - January 17, 1989.

LOW-PAID JOBS GROWING FASTEST



Condensed from the Vancouver Sun, November 16, 1988.



The Collective Bargaining Process

Article eight in our collective bargaining series.

Diana Ellis - Education Committee

Bargaining Arrangements

There are two standard types of collective bargaining arrangements, i.e., *Single Employer Bargaining* and *Multi-Employer Bargaining*. We will deal with the Single Employer category.

(a) Single Employer and Single Local

The Single Employer and Single Local bargaining situation is best illustrated in the relationship between a local of CUPE and a municipality, hospital, commission or board. As a matter of fact, the majority of Collective Agreements signed by CUPE are negotiated on a one-to-one basis, i.e., Single Employer/Single Local.

(b) Single Employer and Multi-Local (CUPE)

The Single Employer and Multi-Local bargaining relationship would exist when a municipality having two Collective Agreements — (one with a CUPE local representing the Outside Workers, and the other with a CUPE local representing the Inside or Clerical Staff) negotiates *jointly* with the two locals. As stated earlier, whether or not this would evolve into Co-ordinated Bargaining, Joint Bargaining, or Master Bargaining would depend on the *ground rules* established by the local unions and the employer.

(c) Single Employer and Multi-Union

The Single Employer and Multi-Union relationship is best illustrated when there is several national or international unions holding bargaining rights on behalf of certain groups of employees — all working for the same employer. This situation may exist within the hospital jurisdiction where more than one union has bargaining rights. If all the unions involved got together at the bargaining table opposite the same employer, this would be considered Co-ordinated or Joint Bargaining.

NEXT MONTH: Failure to Reach a Settlement

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	

Christmas Bureau Hampers

Cyndie Molyneux/Jo Jennison

Jo and I volunteered this year to work with the Union on their Christmas Bureau Hampers. We researched what our family (a young mother, a ten-year-old girl and a six-year-old boy) needs and likes were, arranged all the food stuffs, gifts, toys, etc., for their hamper which was paid for by the Union. The mother was just starting a new part-time job at Christmas-time, which really gave us a good impression of her trying to improve her family's situation. Both Jo and I felt proud of our work and really were infected with the true spirit of Christmas -- GIVING. And I look forward to continuing my volunteer work with the Union and the Christmas Hampers next December.

By Cyndie Molyneux

To all Fellow Members of CUPE Local 2950:

This year we have had the privilege of helping needy families enjoy a "special" Christmas. The family that we took care of consisted of a single mother and two very young children. It was a rewarding experience to be able to help this family and knowing that the two young children had something to look forward to. We supplied various food items and Christmas presents for the children.

Even though we supplied the material goods for their Christmas, we should for future years consider, where needed, different forms of help. This help would be to encourage and morally support the families as they tried to help themselves out of their current situations. Budgeting, basic cooking and household skills, knowledge of dietary needs, and job hunting would be some of the areas in which we could help.

In all, this was a very rewarding experience and for next year we would highly recommend you give it a try.

BARB ALIVOJVODIC and CHUCK ERICKSON.

ELF DUTY

Last month, ten members of our local, including myself, were asked to work together on the Christmas Hamper Committee. We worked in pairs to provide hampers for five needy local families (whose names had been given to us by the Christmas Bureau), on behalf of CUE local 2950. Susan Heming (Biochemistry Dept.) and I were given the name of a family which included a mother, father, 5 year old girl, and a baby due to arrive ca. Dec. 24/88. After finding out more about them and what they needed, Susan and I hit the stores with an eye to putting together as nice a hamper as possible. We managed to find clothes and gifts for everyone, particularly for the new mom and baby. We tried to choose gifts that were useful but at the same time, things which they might not usually be able to buy for themselves. As the little girl particularly liked arts and crafts, we put together a "craft box" for her including crayons, paints, and scrap paper which several people in our departments kindly donated to the cause. Although it was an exhausting day of shopping, Susan and I were very pleased with our purchases - it was very heart-warming being on "duty". We wrapped the gifts and delivered the hamper, now including food for a Christmas dinner, on Dec. 21/88, a bit early so that they could at least have dinner together before the baby came.

Both in her card, and to me personally over the phone, the mother expressed her thanks to everyone who helped with the hamper for providing them with a "most beautiful and memorable Christmas". The clothes fit everyone and were much appreciated.

Susan and I, on your behalf, found it very rewarding to be able to help another family enjoy the Christmas holidays. I also wanted to mention and thank the many other people who generously helped us with the hamper; from those who donated extra food and gifts, to the shopkeepers and salesclerks who lowered their prices and contributed some of their own money when they realized what we were doing. I think that as a result of this experience, both sides gained a better understanding of the joys of giving and receiving that are so much a part of Christmas.

P.S. Their baby boy conveniently decided to wait until early Dec. 26/88 to make his arrival, allowing the family to unwrap the presents and to be together on Christmas Day.

Joanne Savory
Science Div., Main LibraryCanadian
University
Employees

2170 Western Parkway, U.B.C., Vancouver, B.C. V6T 1V6

224-2308

20 January, 1988

TO: All Companies supporting the CUE Christmas Hamper Program

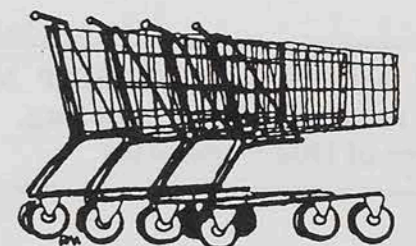
FROM: Pamela Lundrigan, President

This letter is to thank you sincerely for your recent donation to our Christmas Hamper Program. This year our Christmas drive helped five needy families enjoy an "extra-special" Christmas season.

Your generous donations are an example of the true meaning of Christmas--the joy of giving. Those of our members who participated in the distribution of food and gifts report that these gifts were very graciously received, and that the experience was a very rewarding one for them.

Again, thank you for helping to make this program possible.

Sincerely,

PAMELA LUNDRIGAN
PresidentSusan Dufton
Farm Cottage Baking Co.
134-810 Front St.
New Westminster Quay Market
New Westminster, B.C.
V3M 6B9The Management
KRW Turkey Specialists
108-810 Front Street
New Westminster Quay Mkt.
New Westminster, B.C.
V3M 6B9Ubaldo & Eva Fuoco
Cheese Please
Westminster Quay
110-810 Front Street
New Westminster, B.C.
V3M 6B9Marguerite & Henry Kuypers
Mandeville Garden Centres
Burnaby Branch
4746 Marine Drive
Burnaby, B.C.
V5J 3G6

In memory of

SHIRLEY MAGNUSSON

December 2, 1933 - January 4, 1989

The University community will be saddened to learn that Shirley Magnusson passed away suddenly on the night of Wednesday, January 4, 1989, after working on campus for over 32 years. At the time of her death, she was employed as Assistant to the Director in the Office of Awards and Financial Aid.

Shirley joined UBC as a temporary secretary in the Department of Economics and Political Science in the spring of 1956, and was appointed to a full-time position that fall. In August of 1959, she moved to a position as Secretary/Stenographer in the Office of Administrative and Interfaculty Affairs, where she assisted Dean Walter Gage. Over the years she held a number of positions in that office as its responsibilities increased. In 1969, she was appointed as an Administrative Assistant.

The early seventies saw a significant expansion in financial aid due in part to changes in government student assistance programs. The Office of Awards and Financial Aid became a separate entity in January of 1976, and Shirley was appointed Assistant to the Director, the position she held until her death. In this position, she had responsibility for day-to-day administrative duties in the Awards Office and for various scholarship programs directed to new and continuing students at UBC.

Shirley is survived by her brother, Gordon Magnusson, and by her sister Linda Magnusson, both of Vancouver. They have asked that, in lieu of flowers, donations be sent in Shirley's memory to the Canadian Heart Fund, 1212 West Broadway, Vancouver, B.C. V6H 3V1.

Both students and colleagues will remember Shirley for her kindness and thoughtfulness over the years. She will be missed.

REMINDER

For General MEMBERSHIP MEETING AGENDA for February 14th meeting, turn to the back cover of this newsletter

UNIVERSITY HEALTH & SAFETY AWARENESS WEEK

February 13 - 17, 1989

Health & Safety week at UBC will include daily noontime lectures at the SUB Conversation Pit from: 12:00 noon to 1:45

Tuesday, Feb 14 - Safer Sex
Wednesday, Feb 15 - Speed Kills
Thursday, Feb 16 - Drugs and Sports
Friday, Feb 17 - Recognizing Mental Illness (in the workplace)

Booths will be set up for safety suppliers on Feb 16 & 17 including Vancouver Police Department, UEL Fire Department, Ambulance Service, WCB, CUE Health & Safety Committee and much more.



TRUSTEE'S REPORT

DUTIES OF THE TRUSTEES

The trustees are independent advocates for the members' interests, charged with "...exercising general supervision over the property of the Local Union"...(and with reporting every six months) "...on the condition of the funds...together with such other information (as) they may deem necessary to the efficient and honest administration of the Local Union."*

Our local is in a sound position financially, is making preparations for contract negotiations in timely fashion, is well-served by a hard-working executive, staff, stewards, committees, and the CUPE national representative, Joe Denofreo.

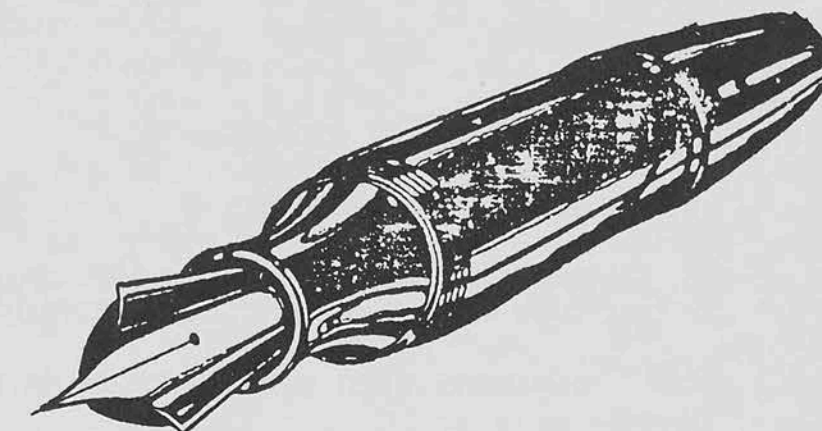
Over the past several months we have seen the emergence of an excellent newsletter, and the consequent improved communication has helped to build unity and morale amongst our members.

I was sworn in as your trustee on January 19. I will make a more expansive report to the members on the state of the union when the year-end report is presented to you.

SANDY LUNDY

* Local union by-laws of the CUPE National Constitution, p. 54.

letters



December 16, 1988

"On Cue"
c/o Canadian University Employees
2170 Western Parkway,
UBC Campus
Vancouver, B.C. V6Y 1V6

Dear Editor:

As I sifted through the debris of the latest edition of "On Cue", I nearly choked on my java when I came across an article by Jeani Read, which she had so courteously allowed the publishers of "On Cue" to include in the latest edition.

As Ms. Read extolled the virtues of tree-huggers, nature-lovers and other anti-FTA oriented types, it occurred to me that a portion of my hard-earned wages aided in this "righteous" cause. Although this particular article was intended to be "tongue-in-cheek", the helpful inclusion of the phone number and address of the "Citizens Concerned About Free Trade" organization demonstrates the painfully obvious bias on the part of the "On Cue" editorial board. This would not be so disturbing IF you had also provided the address and phone number of the National Citizen's Coalition, the Fraser Institute or the Progressive Conservative headquarters who would have been equally happy to provide "information" about the Free Trade Agreement to anyone who was interested.

I have pondered the concept of CUE members' "voluntary" contributions to the Union (via paycheck deduction) and how CUE spends this money (no doubt through donations to "Citizens Concerned about Free Trade", COPE, and the New Democratic Party). It is my feeling that CUE has a moral duty to present BOTH sides of an issue, since it has already made a de facto pledge to be politically concerned.

Although you will most likely not see this letter as fit for publication, I hope that I have shed some light on the real feelings of some of the CUE membership. The outcome of the November 21 election affirms the sentiments of this letter--the Canadian electorate has again chosen the Conservatives to provide four more years of good government.

In conclusion, I would like to propose that a petition be circulated, in the style of that which recently circulated regarding Financial Services:

"Sign your name if you are fed up with CUE"

NAME WITHHELD BY REQUEST

GENERAL MEMBERSHIP MEETING
14 FEBRUARY, 1989
IRC #4
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 20 OCTOBER; 27 OCTOBER, 17 NOVEMBER, 1988 AND 11 JANUARY, 1989 (UNEDITED)**
- 4. BUSINESS ARISING FROM THE MINUTES**
 - a) Nominations for:
Recording Secretary
Trustees (2)

Acclamation of Chief Steward
 - b) Oath of Office
 - c) Notice of Motions
 - i. That the Business Agent be invited to give a seminar on Parliamentary Procedure to the Executive Committee
 - ii. That the Business Agent be invited to give a series of 15 minute talks on Parliamentary Procedure at upcoming membership meetings.
 - iii. Election of Pension Review Committee Representative
- 5. PRESIDENT'S REPORT**
 - a) Bylaws
 - b) PPACSH
 - c) Questionnaire (Department Rating System)
 - d) Office Situation
- 6. SECRETARY/TREASURER'S REPORT**
- 7. BUSINESS AGENT'S REPORT**
- 8. COMMITTEE REPORTS**
 - i. Grievance
 - ii. Health & Safety
 - iii. Job Evaluation
 - iv. Education
 - v. Communications
 - vi. Contract
- 8. OTHER BUSINESS**