

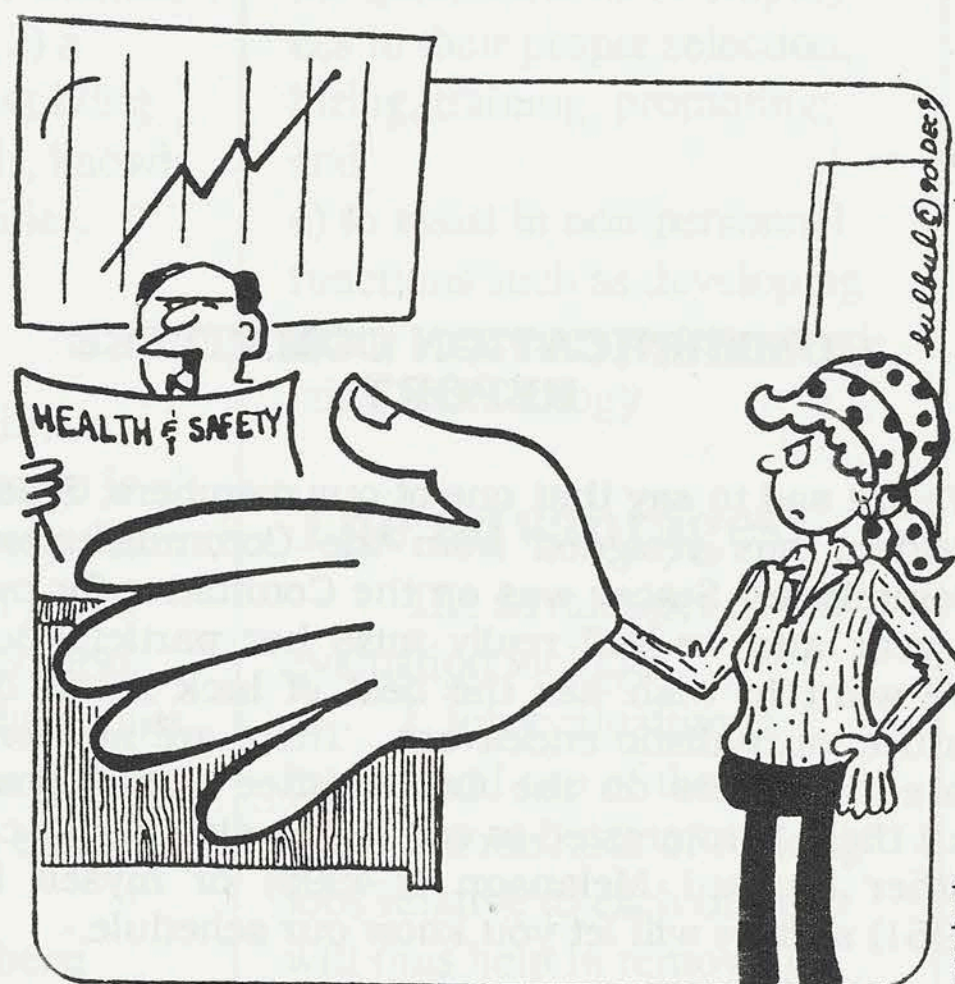


# On Cue

**MARCH 1991**

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WE DON'T RECOGNIZE ...  
REPEATED MOTION SYNDROME.

CALM Sourcebook



## C.U.E. REPRESENTATIVE LIST

### EXECUTIVE COMMITTEE

224-2308	<b>President</b>	<b>Greg Fisher</b>
224-8273	1st Vice-Pres.	Shirley Irvine
228-5478	2nd Vice-Pres.	Ann Hutchison
228-2882/3	Rec. Secretary	Jennifer Marten
228-6250	Health & Safety	Stephen Montgomery
224-8498	Chief Steward	Vic Wilson
228-3097	Secretary-Treas.	Polly Diether
	Job Eval.	
	Education	
228-5951	Communication Cttee.	Jan Taggart
228-2882/3	Sarg-at-Arms	Lynn Jenkinson
	Sarg-at-Arms	

### TRUSTEES

228-3596	Trustee	Denise Field
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### COMMUNICATIONS COMMITTEE

228-5951	<b>Janet Taggart</b>	<b>Catalogue Records</b>
228-4995	Richard Melanson	Main Library
222-1047	Mary Mitchell	Triumf

### GRIEVANCE COMMITTEE

224-8273	<b>Shirley Irvine</b>	<b>Commerce</b>
224-2308	Greg Fisher	Union Office
222-5273	Rochelle delaGiroday	Cont. Education
228-5478	Avron Hoffman	Catalogue Records, LPC
224-8498	Vic Wilson	Commerce

### HEALTH & SAFETY COMMITTEE

228-6250	<b>Steve Montgomery</b>	<b>Financial Services</b>
228-3336	Pat Fornelli	Dean's Office, Science
228-2882/3	Stephanie Swan	Woodward Library

### CONTRACT COMMITTEE

228-5478	<b>Ann Hutchison</b>	<b>Catalogue Rec. LPC</b>
228-2882	Alannah Anderson	Woodward Library
224-2308	Greg Fisher	Union Office
224-8444	Rosanne Kinsey	Commerce
228-2026	Wanda McNamara	Financial Services
228-3891	Shehnaz Motani	Animal Science

### JOB EVALUATION COMMITTEE

228-2882	Allanah Anderson	Woodward Library
228-5122	Debbi Onbirbak	English Dept.
228-2944	Rosemarie Page	Faculty of Law

### STAFF

224-2308	Greg Fisher	President
224-2308	Paul Tetrault	Business Agent
224-2308	Leslie Hodson	Admin. Secretary
525-9231	Joe Denofreo	CUPE National Rep.

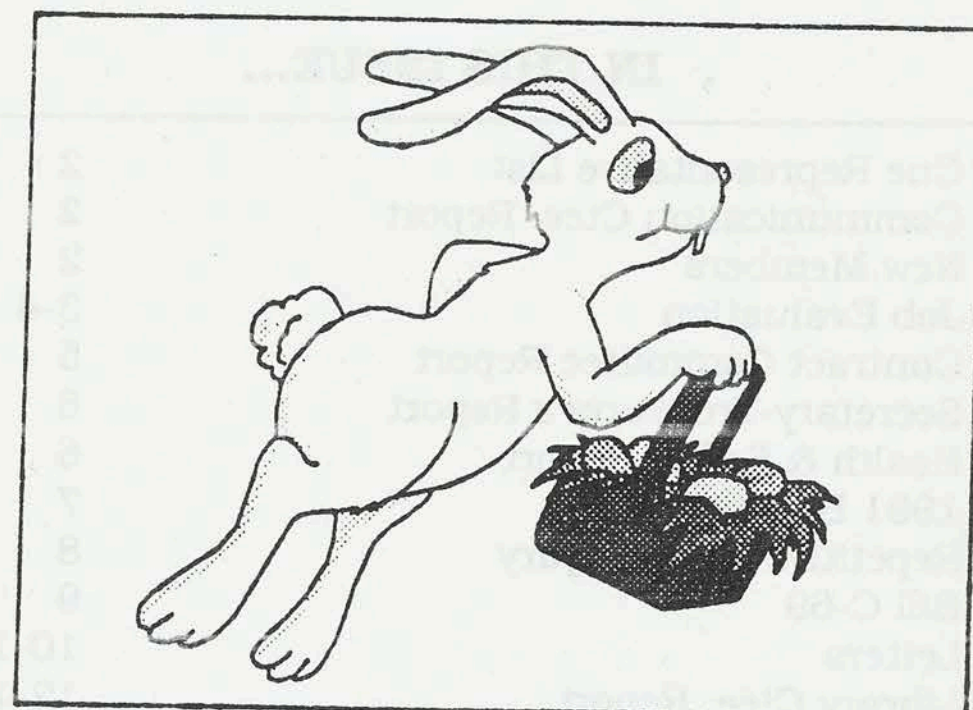
## COMMUNICATION COMMITTEE REPORT

We are sad to say that one of our members, Stacey Belden, has resigned from the Communications Committee. Stacey was on the Committee for over a year and we will really miss her participation. We want to wish her the best of luck in all her future journalistic endeavors. There are now only three members on the Commmittee so if anyone out there is interested in coming on side please call either Richard Melanson (2-4995) or myself (2-5951) and we will let you know our schedule.

In this edition of the newsletter there is a letter from one of our membership who received an intrusive and unnerving phone call - please read it and the attached info carefully, it may help to protect you from this sort of harassment in the future.

We would also like to wish Shirley Irvine, Chair of the Grievance Committee, a speedy recovery and tell her that we are looking forward to seeing her back on campus.

**JAN TAGGART**  
Chair, Communication Committee



### NEW MEMBERS

This issue we would like to welcome the following new members to our local:  
**Linda GUINN** from Continuing Education, **Janet GANNON** from Commerce, **Jody PETERS** from Donations, **Rochelle SEVIGNY** from Financial Services, **Derrick POHL** from Geography, **Nancy MYRAH** from Geological Sciences, **Janet WOLL** from Health Tech, **Barbara RICHARDS** from LTO, From the Libraries...**Fiona YU** (Curriculum Lab), **Sophia KARASOULI-MILOBAR** (Circulation, Main), **Andrea HEYRMAN** (Woodward), **Nancy TIFFIN** from Dept. of Medicine, **Laura HORTON** from Neurology, **Rehana ALI & Jennifer ALLAN** from Paediatrics, **Mary STUART** from Philosophy, **Gabriela DIAZ** from Purchasing, **Karen JEW**, **Pamela LIM**, **Ann-Margaret VASQUEZ** from Registrar's Office (Admissions), & **Lori BOERMA** from Resource Ecology

BY CAROLE CAMERON

# Job Evaluation

## HERE ARE THE BASICS:

Job evaluation is the systematic process of determining the value of a job relative to other jobs within the organization (in this case UBC). Measuring the relative value of jobs in an organization is central to recognizing and correcting differences in wages.

Job Evaluation should be a gender neutral process and look at the job, not the person in the job.

### Definitions:

Job evaluation may be defined simply as a method to determine and compare the demands which the performance of jobs makes on workers, in relation to other workers without taking into account the individual abilities or performance of the workers.

A "position" may be defined as a collection of tasks, duties and responsibilities regularly assigned to and

performed by a single individual.

A "job" may be defined as (1) a position; or (2) a group of positions involving the same duties, skills, knowledge and responsibilities.

### The goal:

The essential aim or purpose of job evaluation is to determine objectively the relative value of each job or position in the organization. To be valid, these values must be fair and acceptable to both the employer and the employees.

When this has been accomplished, job evaluation may benefit all concerned because it can be used as a sound basis for each of the following:

- a) to assist in establishing a wage structure;
- b) to discover and eliminate employee wage inequities;
- c) to provide a system for evaluating newly created jobs

- d) to assist in personnel functions such as determining the qualifications of employees in their proper selection, hiring, training, promoting; and,
- e) to assist in non-personnel functions such as developing safety measures and standardizing terminology

### The advantages:

The advantages of job evaluation include:

1. Job evaluation is logical and one of the most objective methods of ranking jobs relative to each other. It will thus help in removing inequities in existing wage structures and in maintaining sound and consistent wage differences in any organization. It should also result in an improved wage structure, more easily understood and accepted by the workers.

2. In the case of new jobs, the method facilitates fitting them accurately into



the existing wage structure.

3. It reduces the time that management and the union have to devote to grievances. In providing a yardstick by which workers' complaints or claims can be judged, the method simplifies discussion of wage demands and enables differences in wages to be explained and justified.

4. Job Evaluation will lead to greater consistency in wage rates. 5. Possibilities of improving working conditions and reducing job hazards may be discovered.

## The present system:

The current job evaluation system in place at UBC is a classification system. This system consists of sorting all jobs being evaluated into classes which have been predetermined and arranged in order of importance. This method assumes that the classes will be established on the basis of duties and responsibilities.

The classification method is definitely a non-quantitative approach to setting values on each job in an organization. Non quantitative simply means not capable of being measured.

Complaints about the present system include:

- it takes too long
- it is too complex and hard to understand
- decisions are subjective,

based on opinion rather than a study of fact

- the results seldom measure up to members' expectations
- factors that make up a job and its value, such as working conditions mental effort, dexterity and safety requirements are not considered
- gender bias is built into the current system, as the factors that make up predominantly female inside jobs cannot be compared to predominantly male outside jobs to see if they are paid fairly
- the evaluation process is entirely controlled by the employer

## A better system:

A fairer system would be:

- straight forward and fully understood by those who conduct reviews and by workers whose jobs are under review
- gender neutral, taking into account all the different factors involved in predominantly female and male jobs to avoid discrimination
- flexible and responsive to changes in the way we do our work and the responsibilities we have in our jobs
- objective, and as free as possible from subjective, opinionated job value reviews and decisions
- comprehensive, and based on a weighted point rating system measuring factors such as skill, physical and mental effort, responsibilities

required by the job, and working conditions

- able to handle a large number of reviews in a short time period
- fair, and allow for appeals of decisions which the Union and employee feel are unfair
- jointly developed and operated by the employer and union

Your bargaining committee felt the CUPE Gender Neutral Job Evaluation Plan met all these criteria. The University does not see this the way we do. They are proposing a "policy capturing" job evaluation plan from one of three consultants - Hay, Wyatt or Coopers Lybrand.

## More to come...

Next month we will give you detailed information on both the CUPE and policy capturing job evaluation plans.

*Carole Cameron is a CUPE National Job Evaluation Representative. She works from the union's Burnaby office.*

## CONTRACT COMMITTEE REPORT

In the ten full day negotiating sessions we have had with the University to date, little of any consequence has been resolved. But we have found a way to make the process a bit more manageable. For ease of discussion, we grouped together like proposals - theirs and ours. "Housekeeping" is now out of the way. We have been working on the "grievances" and "leaves and seniority" groups. At this writing (we have 2 scheduled days left until at least the middle of April by which time the University will also be bargaining with IUOE as well as CUPE 116 and, of course, ourselves) we have still to tackle "hiring, transfer and promotion" and the remaining non-monetary proposals which don't fit into any group. There has not yet been any negotiation of the many monetary proposals; this won't happen until the other issues have been dealt with. One exception to this was Job Evaluation and that was because of our mutual agreement to have CUPE job evaluation experts Gabriel Ethier and Carole Cameron present the CUPE plan for the University negotiating committee. This was done on February 19th and 20th.

At the end of the presentation Cheryl Bucar, of the President's Advisory Committee on Job Evaluation, who was present for the session, read a prepared negative response to the CUPE J.E. plan. Reasons cited in the response had already been refuted over the previous day and one half in Gabriel's and Carole's answers to their questions. For example, the University wants one plan to cover all groups - we say the CUPE plan is adaptable (some Universities in Quebec use the CUPE plan); They think the CUPE plan is too time consuming and labour intensive - we say that's what ensures fairness. Our employer thinks committees are unnecessary - we say that's what makes the process joint. Any they don't think that job descriptions are a necessary part of a J.E. Plan.

It seems the University made up their minds long ago. They have narrowed their choice to plans offered by three companies; Hay, Wyatt, and Coopers Lybrand. All three are reputed for their "policy capturing" approach. This approach, in essence, confirms or justifies the present wage structure, or one like it, that is based on the market place.

Even though the CUPE plan is the fairest and the cheapest (CUPE provides for training) it seems the University would rather spend perhaps half a million dollars to have a consultant confirm the status quo.

Is this what they really want or are they just too uncomfortable with the idea of working with a Union created plan?

We are concerned that they may try to impose a "policy capturing" plan so we have informed them we will not participate in any plan that has not been agreed to at the bargaining table; and, any plan we do agree to must be joint. We told them we have no interest in discussing "policy capturing" plans because they can't be modified. But we have left the door open by saying that we will look at anything that is not "policy capturing".

Expedited arbitration is another proposal of ours that has met a brick wall. It is a simplified process, 2 to 3 hours compared to 2 or 3 days; scheduling is easier for small blocks of time; decisions are usually short summaries and issued quickly; and, if a settlement is mediated the provincial government pays one third of the costs. This widely used mechanism could provide cheap and speedy resolutions to certain individual grievances which both parties would agree to have decided this way.

When Joe Denofreo (our negotiator) first presented our proposal Stephen Hammond (University spokesperson) was obviously interested and we know that their lawyer favours some form of expedited arbitration for some cases. But, it soon became apparent that not only is there resistance on their own committee, we believe Erik de Bruijn is opposed, it seems this resistance is deeply entrenched in the University.

We think it is strange that in a time of recession the University would rather spend a lot of money by avoiding expedited arbitration and by hiring expensive consultants to do Job Evaluation.

Another sampling of University rigidity came up during discussion of our Leave of Absence proposal. It's the only provision we have for time off without pay yet they were not prepared to go from 6 to 9 months even to allow their employees to improve their qualifications, e.g. the Library Technician course. UBC's attitude is "if you want to go to school, you should quit your job".

**ANN HUTCHISON**  
**Chair, Contract Committee**



SECRETARY TREASURER'S REPORT

Please examine the 1991 budget approved by the membership at the February meeting.

At the last membership meeting I said that I would like to discuss the status of our Strike Fund at the March meeting. With contract negotiations in progress, I think it is a timely topic.

As of December, 1990, our portfolio with David Levi, C.M. Oliver was valued at \$145,296 - this from an initial investment of \$100,000 in December 1985. Our investment objectives are safety and preservation of capital. In June of 1990, we reduced our stock holdings to better reflect these goals and instructed David Levi to ensure 100% liquidity of our entire portfolio by June, 1991, in the event of a strike.

In addition to our investment portfolio, we have \$45,000 at the CIBC available at any time.

I plan to discuss the Strike Fund at the next Executive meeting and hope to have some recommendations to bring to the membership at this month's meeting. Please bring your thoughts and questions as well.

POLLY DIETHER  
Secretary Treasurer

HEALTH & SAFETY COMMITTEE  
REPORT

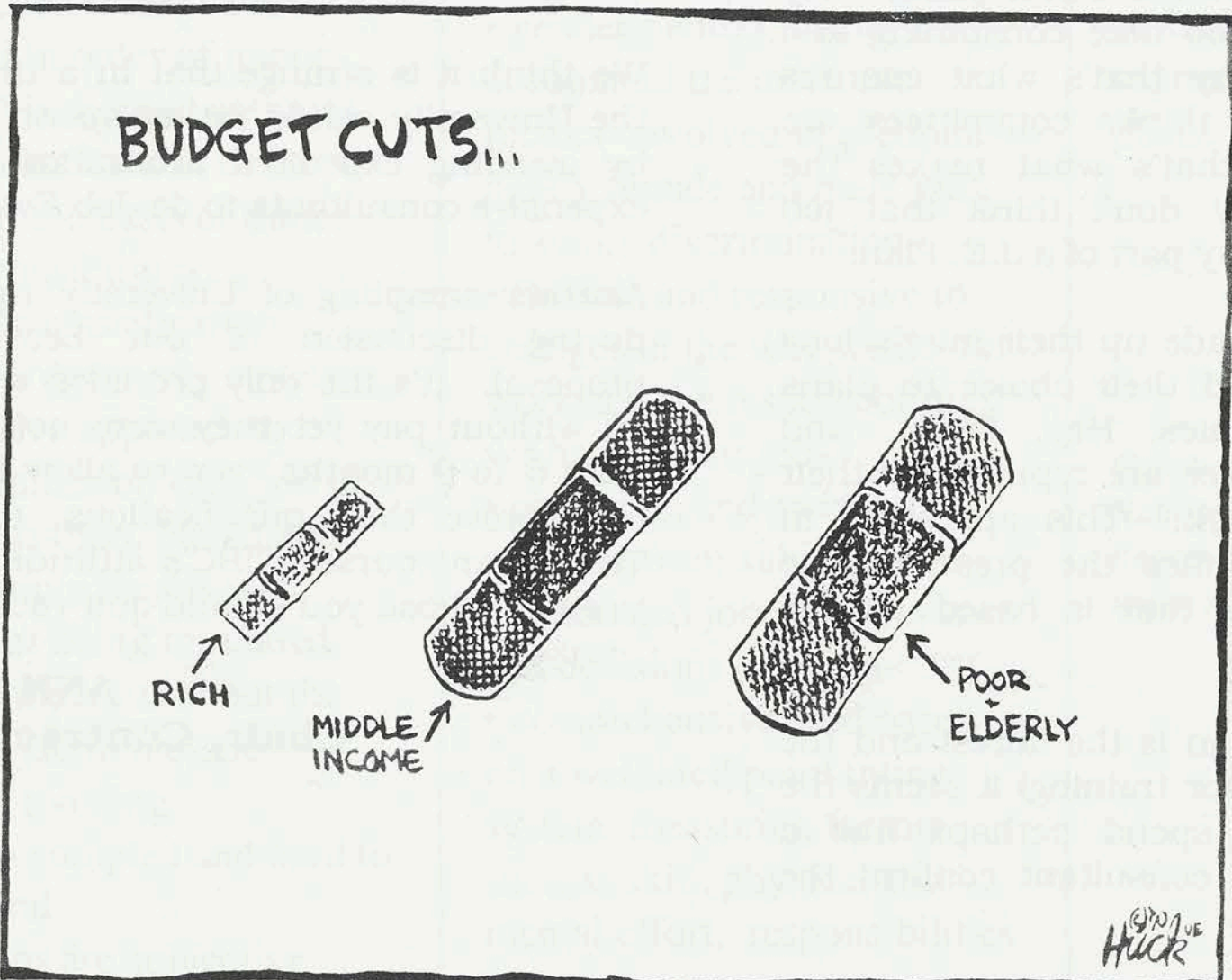
**Fire alarms** - It is mandatory that each building on campus have at least one fire drill each year. If this is not being done, the current regulations are being violated.

**Bomb scares** - This has been a common event around campus, two or three buildings in particular. Bomb scare procedures are on the table at the next University Health & Safety Committee meeting. No one, I repeat, no one is to be disciplined for an evacuation if a bomb scare occurs. If anyone is disciplining in any way due to a bomb scare contact the Union office.

**Repetitive Strain Injury** - One of the main focuses in the 90's will be repetitive strain injury (RSI). About eight to ten CUPE 2950 members will attend a one day seminar on RSI. Numbers of workers doing repetitive tasks on a constant basis are more and more susceptible to RSI and this has to change.

CUPE National insisted in having the federal government recognize April 28th as a day of recognition to remember persons killed or injured at work. We will be advertising through posters and other materials to support this day of recognition.

STEPHEN MONTGOMERY  
Chair, Health & Safety Committee



CANADIAN UNIVERSITY EMPLOYEES CUPE LOCAL 2950  
BUDGETED STATEMENT OF REVENUE AND EXPENSES FOR 1991

	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	TOTAL
REVENUE													
Dues & init. fees	34500	34500	34500	44400	44400	44400	44400	44400	44400	44400	44400	44400	503100
Interest	1650	1500	350	900	1650	1650	1650	1450	550	550	550	550	13200
Other	50700	0	0	0	0	0	0	0	0	0	0	0	50700
	86850	36000	35050	45300	46050	46050	46050	45850	44950	44950	44950	44950	567000
EXPENDITURES													
Arbitration & IRC	50000	0	0	0	0	0	0	0	0	0	0	0	50000
Contrib. Strike fund	0	0	0	0	0	0	0	0	0	0	0	0	0
Courses & conferences	8500	1000	1000	1000	1000	1000	1000	1000	1000	1000	1000	1000	19500
Depreciation	200	200	200	200	200	200	200	200	200	200	200	200	2400
Donations	100	100	100	100	100	100	100	100	100	100	100	100	1200
Subscriptions	175	175	175	175	175	175	175	175	175	175	175	175	2100
Equipment lease	300	300	300	300	300	300	300	300	300	300	300	300	3600
Equipment Purchase	1500	0	0	0	0	0	0	0	0	0	0	0	1500
Exec/Comm Expense	150	150	150	150	150	150	150	150	150	150	150	150	1800
Exec/ Comm booking off	1800	1800	1800	1800	1800	1800	1800	1800	1800	1800	1800	1800	21600
Insurance	75	75	75	75	75	75	75	75	75	75	75	75	900
Int & bank charges	10	10	10	10	10	10	10	10	10	10	10	10	120
Acctg fees	400	400	400	400	400	400	400	400	400	400	400	3625	8025
Medical benefits	2000	2000	2000	2000	1000	1000	1000	1000	1000	1000	1000	1000	16000
Newsletter	850	850	850	850	850	850	850	850	850	850	850	850	10200
Office Supplies	400	400	400	400	400	400	400	400	400	400	400	400	4800
Per capita/Cupe	18000	18000	18000	19000	19000	19000	19000	19000	19000	19000	19000	19000	225000
Per capita/Metro	190	190	190	190	190	190	190	190	190	190	190	190	2280
Per cap/New affiliation	0	0	0	0	400	400	400	400	400	400	400	400	3200
Postage/Courier	50	50	50	50	50	50	50	50	50	50	50	50	600
Printing	200	200	200	200	200	200	200	200	200	200	200	200	2400
Legal & Consulting	100	100	100	100	100	100	100	100	100	100	100	100	1200
Rent	1100	1100	1100	1100	1100	1250	1400	1250	1250	1250	1250	1250	14400
Repairs & Maint-General	125	125	125	125	125	125	125	125	125	125	125	125	1500
Repairs & Maint-Equip	170	170	170	170	170	170	170	170	170	170	170	170	2040
Salaries	8600	8925	8925	9675	9675	9675	9675	9675	9675	9675	9675	9675	114125
Benefits	1350	1350	1350	1450	1450	1450	1450	1450	1450	1450	1450	1450	17100
Taxis/ Parking	150	150	150	150	150	150	150	150	150	150	150	150	1800
Telephone	350	350	350	350	350	350	350	350	350	350	350	350	4200
Utilities	80	80	80	80	80	80	80	80	80	80	80	80	960
Special Booking off	0	0	0	2630	2630	2630	2630	2630	2630	2630	2630	2630	23670
Computer Upgrade	0	0	0	0	0	0	0	0	0	0	0	0	0
	96925	98250	98250	42730	42130	42860	42430	42200	42280	42480	42400	42705	558220
SURPLUS (DEFICIT)													
	-10075	-2250	-3200	2570	3920	3770	3620	3570	2670	2470	2470	-755	8780



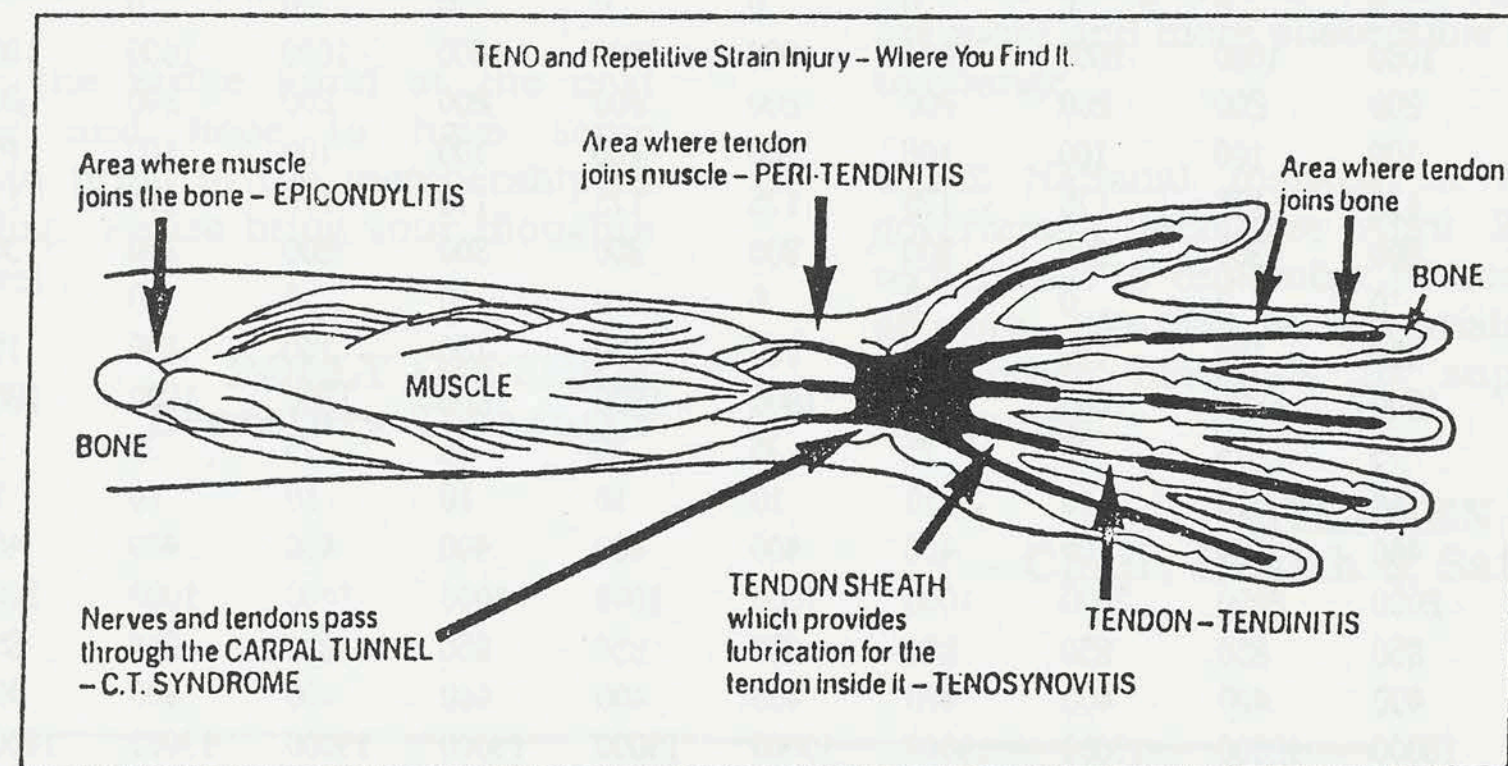
# R S I

epetitive train njuries

## STOPPING THE EPIDEMIC

Topics for discussion are: ergonomics, medical diagnosis and treatment, compensation claims and what action unions and community groups have taken to stop the epidemic.

Participants include: Alanna Lantela, UFCWU; Connie Munro, Lawyer; Larry Stoffman, UFCWU; Ulrika Wallersteiner, Ergonomist and Lois Weninger, Women & Work.



A CONFERENCE SPONSORED BY:

THE VANCOUVER & DISTRICT LABOUR COUNCIL  
& THE NEW WESTMINSTER & DISTRICT LABOUR COUNCIL

**MARCH 23, 1991**  
**9:00 a.m. - 4:30 p.m.**  
**Maritime Labour Centre**  
**1880 Triumph Street**  
**(Victoria & Triumph)**

Pre-Registration is required by March 15, 1991. Registration Fee: \$30.00  
Contact your union local or labour council for details.

### REPETITIVE STRAIN INJURY

Is a danger to many clerical and secretarial workers on campus.

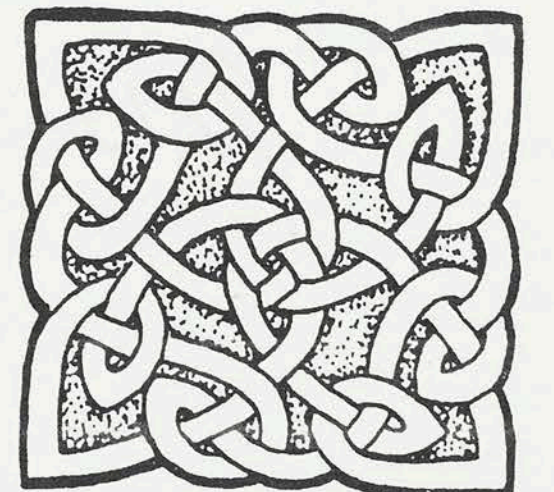
If you are interested in attending this conference, the Union will pay your registration fee (there is a limited number, first come - first serve). Please call ASAP, late registration may be possible.

Who's heard of  
Bill C-69?

CALM

## The return of wage controls

CALM





February 26, 1991

To: Janet Taggert  
Union Newsletter

From: Pat Nakamura *Local 2712*  
Chair  
Buch. Bldg. Safety Committee

Re: Issues for Union Newsletter

As Chair of the Buchanan Building Safety Committee, it has come to my attention that two safety and security items should be included in the March newsletter.

1. An obscene phone caller is harassing women working in various offices on campus. This man may identify himself as a police officer. Women who receive a call should hang up and call campus R.C.M.P. at 224-1322.
2. Bomb threats are currently a problem on campus. Anyone who answers a phone should be prepared to ask certain vital questions, if they receive a call. These questions are:
  - a) Which building is the bomb placed?
  - b) Which part of the building?
  - c) What time will it go off?
  - d) What does it look like?

A brochure is available from the R.C.M.P. which lists other details to note, such as accent, sex, voice, speech, diction, and manners. It's advised to stay calm and be polite.

Stickers with emergency phone numbers are available through Occupational Health and Safety office. Call 228-2029.

*PKW*



## news release

## communiqué

Royal Canadian Mounted Police  
File 91-559

Gendarmerie royale du Canada

not to be released before:

ne pas publier avant:

IMMEDIATE RELEASE 91 FEB 15

UNIVERSITY DETACHMENT R.C.M.P. ARE SEEKING TO ALERT UNIVERSITY FACULTY AND STAFF WITH RESPECT TO A NUMBER OF OBSCENE CALLS THAT HAVE BEEN MADE TO CAMPUS SWITCHBOARDS. IN EACH CASE THE CALLER HAS COMMENCED BY IDENTIFYING THEMSELVES AS A MEMBER OF THE R.C.M.P. AND STATING THAT THEY HAVE AN OBSCENE CALLER ON THE LINE. THE RECEIVER OF THE CALL IS REQUESTED TO TAKE THE CALL AND KEEP THE PERSON ON THE LINE BY CO-OPERATING WITH THE OFFENDER'S REQUESTS. THE OFFENSIVE CALL IS THEN PUT THROUGH TO THE VICTIM WHO BELIEVES HERSELF TO BE CO-OPERATING IN A POLICE INVESTIGATION.

THIS PROCEDURE IS NOT PRACTICED BY ANY LEGITIMATE LAW ENFORCEMENT AGENCY AND ANY PERSON RECEIVING ANY SIMILAR TYPE OF CALL SHOULD QUICKLY DETERMINE THE AGENCY CALLING (IE: UNIVERSITY R.C.M.P.) AND THEN RECALL A RETURN CALL TO THE PUBLISHED NUMBER IN THE PHONE DIRECTORY (224-1322) ANY LEGITIMATE PEACE OFFICER WOULD QUICKLY AGREE TO THIS PROCEDURE AS A WAY OF ALLAYING THE CONCERNS OF A CITIZEN IN RECEIPT OF AN ALARMING TELEPHONE CALL.

ANY PERSONS IN RECEIPT OF SUSPICIOUS CALLS OF ANY NATURE ARE ENCOURAGED TO CONTACT THE LOCAL DETACHMENT AT: 224-1322

(J.B. JANSEN) S/SGT

IN CHARGE OF UNIVERSITY DETACHMENT  
R.C.M.POLICE



# CUPE 2950

## Making Sense of Strategic Planning

March, 1991

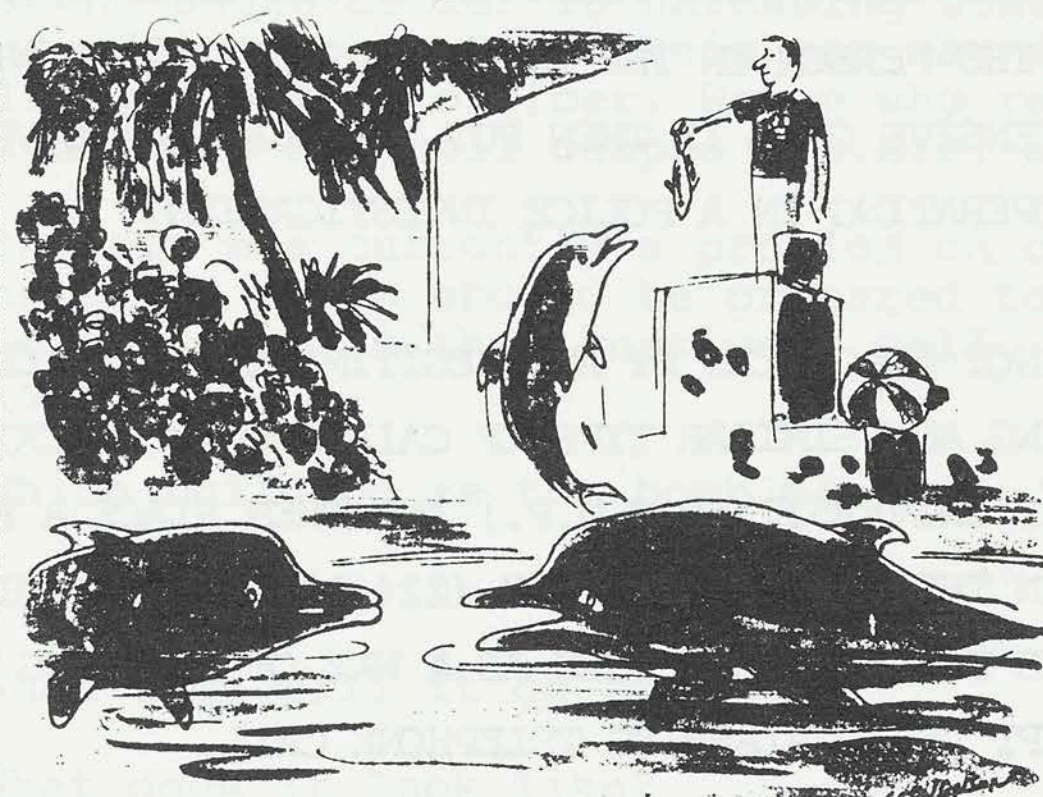
Issue 1

The UBC Library Administration is currently in the midst of a chaotic process of reorganization. Most of the impetus for this transformation has come from Dr. Ruth Patrick who was recently appointed University Librarian. While initially these "winds of change" were welcomed by many as a much needed breath of fresh air, there is now a growing sense of concern, at all levels.

- on the average, people prefer to be directed, don't want responsibility, have little ambition, and desire security above all.

The use of Ritchie & Associates was a Theory X strategy which George Soete, Ruth Patrick's consultant, who ran the "Managing Change Workshops" suggests managers avoid unless "speed is essential".

As a result of this restructuring we are now seeing a different style of Management in the UBC Library system. It is not as obvious or coercive as the previous experiment with Ritchie & Associates but its aims appear to be the same -- to increase productivity and reduce costs. Ritchie & Associates was brought in by the University



"In my view, management overrates the motivational appeal of mackerel."

He maintains that the "long term effects of coercion are probably going to be negative and not worth the process". It is also noted in the management literature that the use of Theory X polarizes the workplace and encourages workers to seek redress through Union grievance procedures.

### Theory Y

The new Library Administration's style is more in line with Theory Y assumptions about employee attitudes which include:

- external control and the threat of punishment are not the only means of getting people to strive towards the organization's objectives. The workers exercise self-control and self-direction toward achieving objectives if the workers are committed to the organization's goal.

Theory Y management is not time and motion studies. It is planning committees and later on work teams where peer pressure becomes the locus of control.

Management styles are generally based on one of two theories or sets of assumptions about employee attitudes

### Theory X

- the average person dislikes work and will avoid it if possible
- because of this dislike of work, people must be coerced, controlled, directed or threatened with punishment to get them to put forth adequate effort toward the achievement of organizational objectives

A hallmark of the team-work approach is flexibility and interchangeability of team members working towards completion of a specific project or series of tasks. The primary motivation for such restructuring is enhanced productivity. Job satisfaction is often touted as a secondary advantage but this has recently become a subject of heated debate.

So what's wrong with Theory Y from the library worker's perspective?

1. It can lead to increased workers responsibility and productivity without increased compensation. What the library wants to do is give management responsibility to the workers without giving them the real authority and without additional pay.
2. It creates competition among workers. Using the team approach, employees are encouraged to exert peer pressure to meet team objectives which are in reality management's objectives.
3. It can lead to the erosion of job classifications. If a worker is expected to do many different jobs, perhaps in different parts of the campus, their specific job description is violated.

We're not opposed to flexibility in principle, and we are for job enrichment, but we are concerned about uncertainty as to job duties and responsibilities. Once job duties are taken on under the guise of enrichment to the point where your job description is meaningless, management can force you to do anything.

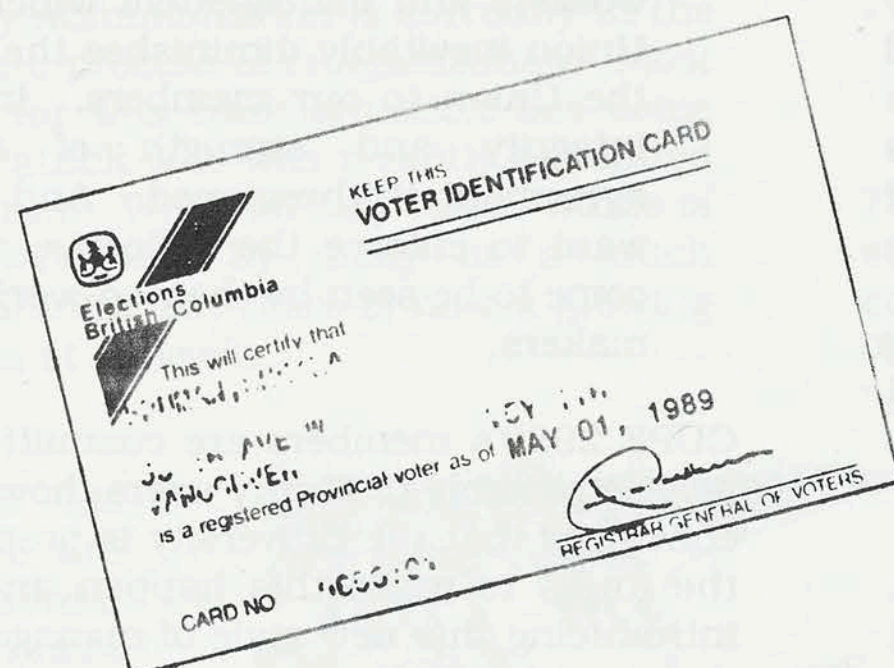
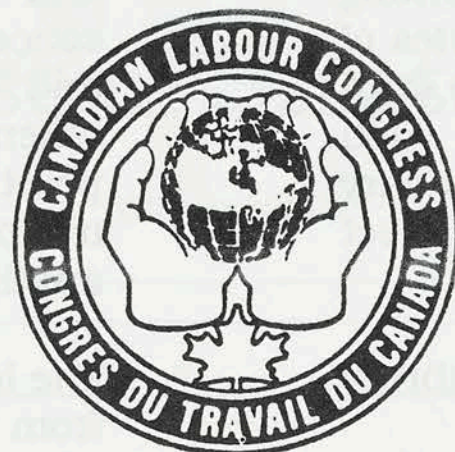
4. The loyalty of our members may be transferred from the Union to management. This process of building up the relationship between library workers and management which excludes the Union inevitably diminishes the importance of the Union to our members. In this way the integrity and strength of the collective agreement is threatened. And members who want to enforce the collective agreement can come to be seen by their co-workers as trouble makers.

CUPE 2950's members are committed to the best service possible to library users, however, we're not convinced that the University is prepared to devote the funds to make this happen and perhaps are introducing this new style of management to make these cut-backs more palatable. More in the next issue...

This bulletin was prepared by the CUPE 2950 Library Committee. The Library Committee's mandate includes investigating and analyzing development and trends in the University Library. We welcome all comments on this bulletin and encourage CUPE 2950 members and other interested people to contact us with their views. Any interested CUPE 2950 member is invited to join the Committee. Telephone 224-2308 and ask for Paul Tetrault.







## Unless you've received this card.

If you have a Voter Identification Card, you're all set to vote in the next provincial election.

That card confirms that you're on the voters' list.

If you **don't** have a voter identification card then you're not on the list, and you won't be able to vote in the next provincial election.

That's the new rule.

## Here's how to get your card:

1  
2  
3  
4  
5

If you don't have a card, look under "E" in the Government of B.C. listing in the blue pages of your phone book for "Elections".

Call the Registrar of Voters telephone number you see there and ask them to mail you a registration application form.

When you receive the application in the mail, fill it out and send it back in the postage-paid return envelope provided.

Wait for your Voter Identification Card to be sent to you.

Remember to make sure your entire family is registered. (Everyone 19 years and over is entitled to vote and should be registered.)

DESIGN COURTESY OF  
**CUPE B.C.**

### GENERAL MEMBERSHIP MEETING

21st February, 1991

### MINUTES

The meeting was called to order at 12:37 p.m.

#### 1. ROLL CALL OF OFFICERS

Greg Fisher  
Ann Hutchison  
Polly Diether  
Vic Wilson  
Jan Taggart  
Stephen Montgomery  
Jennifer Martin  
Paul Tetrault

President  
2nd Vice President  
Secretary-Treasurer  
Chief Shop Steward  
Communication Ctte.  
Health & Safety  
Recording Secretary  
Business Agent

#### 1. ADOPTION OF AGENDA

**MOVED:**L. Gordon/**SECONDED:**Taggart  
That the agenda be adopted as amended.  
**CARRIED**

#### 2. ADOPTION OF MINUTES of January 17, 1991.

Tabled due to time constraints

#### 3. BUSINESS ARISING

##### i. Hiring Committee Decision

The Chair was passed to Ann Hutchison who first reported the decision of the Hiring Committee (Joanne Laphorne, Chair, Jan Carrol, Loesha Young, Polly Diether, Jan Taggart, Vic Wilson, Ann Hutchison). There were only two applicants and a decision was made to hire Greg Fisher as Union Organizer.

**MOVED:**Wilson/**SECONDED:**N. Carney  
That the Hiring Committee's decision to hire Greg Fisher as the Union Organizer be ratified.

At this point, as Constitutionally required Ann Hutchison read the terms and conditions of the Union Organizer position as amended at the January Membership meeting (see attached).

**CARRIED**

##### ii. 1991 Budget

Chair was passed to Polly Diether who presented the proposed 1991 budget.

Discussion followed...

**Strike Fund** - there will be a policy discussion

**Medical LOA** - premium billings - Greg Fisher reported on the Executive's continuing efforts to determine appropriate ways to cut costs in this area.

**Affiliation** - BC Fed of Labour or CUPE BC Division?

**MOVED:**Diether/**SECONDED:**Wilson  
That we accept the 1991 budget as proposed.

**CARRIED**

##### iii. Contract Committee

Chair was passed back to Ann Hutchison who reported on how negotiations were going. 8 meetings to date with nothing settled other than a few housekeeping changes: leaves, seniority, grievances, hiring transfer and promotion, miscellaneous issues, monetary issues.

Policy issues and expedited arbitration

CUPE Job Evaluation

Stephen Hammond is meeting with resistance to expedited arbitration. Difficulties booking arbitrator - the new method would only involve 2-3 hours instead of 2-3 days which is the norm at present.

There is also Government monies available to a mediated settlement. Greg added that this proposal came from the Grievance Committee originally. "Justice delayed is justice denied" Management stalled people never got their day in court in the case of flex time in Social Work Library.

CUPE Job Evaluation Plan presented by CUPE National to University for 1 1/2 days Gabriel Ethier & Carol Cameron.

Cheryl Bucar statement written before proposal completed and stated things which had been refused by the presenters in response to discussion in the presentation. CUPE can't agree to any plan which included "policy capturing"

Carol Cameron, a local expert in this area to present this at our next general meeting in order to educate us about the details of the plan. Paul wanted us to watch carefully for the Socred Gov't coming down with wage controls.

The meeting was adjourned at 1:35 p.m.

## Worker beaten in backlash over closing

Canadian Press/CALM





# **GENERAL MEMBERSHIP MEETING**

**21st MAR., 1991 @ 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 Jan. 17th & Feb. 21st, 1991**
- 4. BUSINESS ARISING FROM THE MINUTES**
- 5. NOMINATIONS REMAIN OPEN FOR:**  
**Trustee (3 year term ending Dec. 31, 1992)**  
**Trustee (3 year term ending Dec. 31, 1993)**
- 6. PRESIDENT'S REPORT**
- 7. BUSINESS AGENT'S REPORT**
- 8. SECRETARY-TREASURER'S REPORT**
- 9. COMMITTEE REPORTS**
  - i. Grievance
  - ii. Health & Safety
  - iii. Communication
  - iv. Education
  - v. Job Evaluation
- 10. NEW BUSINESS**
  - i. Strike Fund
  - ii. Hospital Employees Strike Status

