



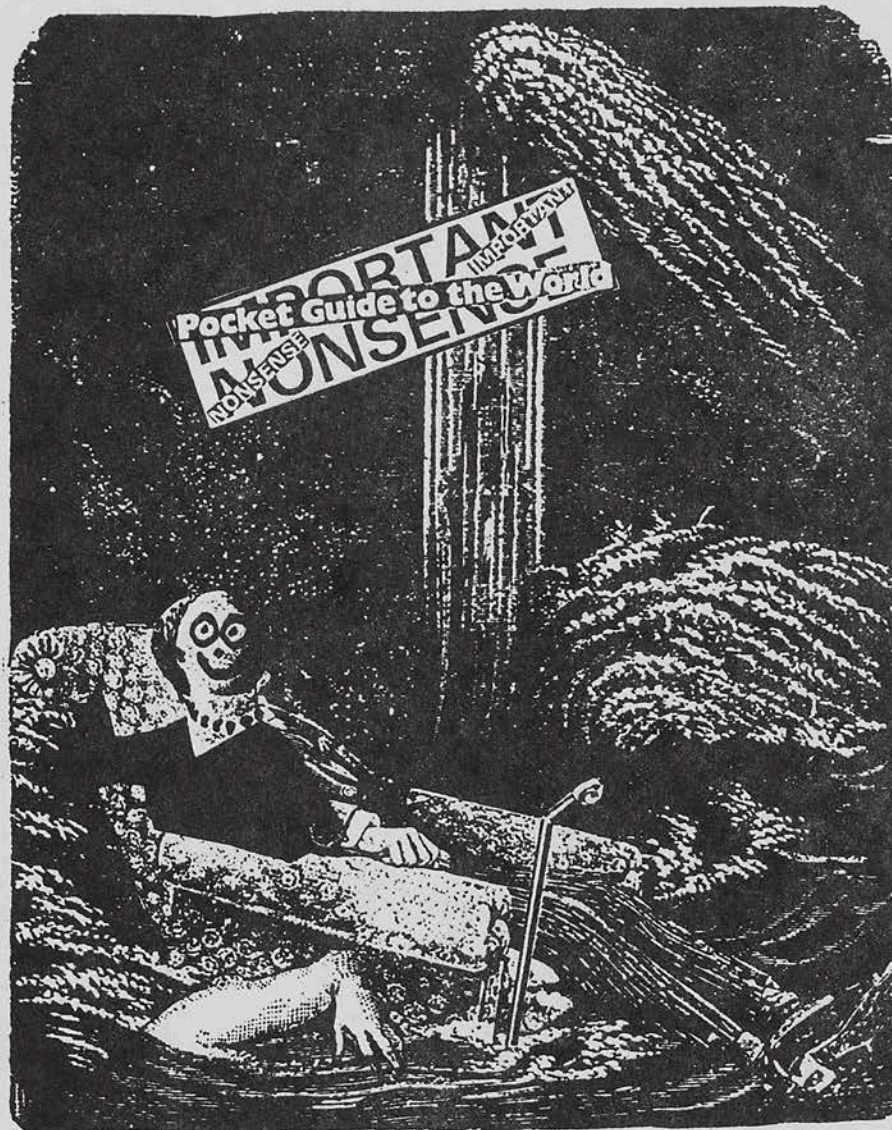
Canadian
University
Employees

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

224-2308

ON CUE

SUMMER 1987:2



GREETINGS AGAIN!

EXECUTIVE COMMITTEE

President	Adrien Kiernan	Med - Dean/V.G.H.	875-4500
Vice President	Alannah Anderson	Woodward - Circ	228-2882
Treasurer	Diana Ellis	Computing Centre	228-2074
Recording Secretary	Eileen Robertson	Commerce	224-8500
Trustee	Edmund Kam	Cat. Products	228-6649
Trustee	Susan Zagar	Woodward Library	228-2570
Health & Safety Rep	Estelle Lebitschnig	Geological Sci	228-2713
Communic. C'tee Chair	Pamela Lundrigan	Geological Sci	228-3146
Contract C'tee Chair	(Adrien Kiernan)		
Grievance C'tee Chair	(Alannah Anderson)		
Tech Change C'tee Chair			
Job Eval C'tee Chair	Elizabeth Zook	Cont Ed Hlth Sci	228-2761

GRIEVANCE COMMITTEE

Anderson, Alannah	Woodward Library Circulation	228-2882
Banyard, Colin	Main Library Circulation	228-3115
Berry, Susan (Chief Steward)	Botany	228-2133
Eekhout, Sarah	Chemistry	228-5380
Halama, Florence	Commerce (on leave from Griev. C'tee)	228-3266
Irvine, Shirley	Commerce	224-8314
Zagar, Susan	Woodward Library	224-8333
		228-2570

COMMUNICATIONS COMMITTEE

Anderson, Carole	Medicine, A.C.U.	228-7135
Hoffman, Avron	LPC	228-5478
Hutchison, Ann	LPC	228-5478
Lundrigan, Pamela	Geological Sciences	228-3146
Zook, Elizabeth	Continuing Medical Education	228-2761

CONTRACT COMMITTEE

Banyard, Collin	Main Library Circulation	228-3208
		or 228-3115
Bishop, Lois	Room Bookings, Registrar	228-4175
Crocker, Joanne	Chemistry	228-2752
Ellis, Diane	Computing Centre	228-2074
Kiernan, Adrien	Medicine/Dean's Office/V.G.H.	875-4500

JOB EVALUATION COMMITTEE

Tidy, Glynis	Continuing Medical Education	228-2001
Zook, Elizabeth	Continuing Medical Education	228-2761

GENERIC CALENDAR

	MON	TUES	WED	THU	FRI	SAT	SUN
FIRST		EXECUTIVE MEETING 5:00 - 7:00	GRIEVANCE COMMITTEE MEETING 5:00 - 7:00				
SECOND	CONTRACT COMMITTEE 5:00 - 7:00		JOB EVALUATION COMMITTEE 5:00 - 7:00	LABOUR COM'TY & CUE GRIEV. 3:30 - 4:30			
THIRD		EXECUTIVE MEETING 5:00 - 7:00	GRIEVANCE COMMITTEE MEETING 5:00 - 7:00				
FOURTH	CONTRACT COMMITTEE 5:00 - 7:00		STEWARDS MTG. 12:30 - 1:30 JAN, MAR, MAY SEPT, NOV.	COMMUNICATION COMMITTEE 4:30 - 7:00			

THIS CALENDAR DENOTES REGULARLY SCHEDULED MEETINGS - NOT EXTRA MEETINGS WHICH MAY BE ADDED WITHOUT CONFLICTING WITH REGULAR MEETINGS NOTED HERE.

ATTENTION

We would like to invite all members to run for the following
VACANT EXECUTIVE POSITIONS

- 1] All terms begin immediately and will end December 31, 1987.
- 2] Nominations are open for the following executive positions:

Second Vice-President

- shall perform the duties of the first vice-president or president in their absence
- chairs the contract committee

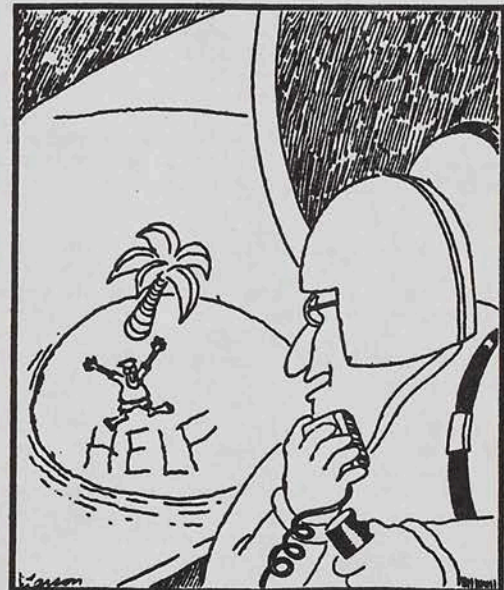
Trustee

Is responsible for:

- the conduct of all referendums and ballots
- ensuring that the union constitution and by-laws are adhered to
- keeping the by-laws up-to-date
- financial investigation (audit) within the local

Sergeant-At-Arms (2 positions)

Responsible for the security of the union



"Wait! Wait! Cancel that, I guess it says 'help.'"

COMMITTEE REPORTS

CONTRACT COMMITTEE REPORT

ADRIEN KIERNAN

JULY, 1987

We have now received the University's contract language on their proposals, and as expected, there were no surprises in the language they have put on the bargaining table. There are 14 proposals on the table.

As I reported earlier to you, the most contentious issues will be the Articles 5.05 - Contracting Out, 22.08 - Orientation Period, 28.02 (b) Work Day and Work Week, 30.02 - Increment Policy and Clerk and Clerk/Typist Job Standards.

Article 5.05 - Contracting Out

The University has stated that they are spelling out in the contract language the practice that now exists, however, the Union has major problems with this article inasmuch as we see that bargaining unit work is being contracted out with agencies rather than hiring temporary employees to fill in during emergency situations. We see the University as cutting back on staff and then at peak periods hiring from agencies rather than going through the regular hiring process. The Union sees this practice as eroding our bargaining unit and setting a very dangerous precedent.

Article 22.08 - Orientation Period

The University wish to extend the orientation period. This means that potentially an employee could be on orientation for a 6 month or longer period of time. The onus would no longer be on the employer to properly train, supervise or evaluate an employee. Then at the end of the 3 month orientation period the employer could ask for an extension because of the inability to make a decision on whether to keep an employee. This, if allowed, could be a very dangerous erosion of our contract.

Currently, if an employee is sick for an extended period during their orientation, the union and the University have agreed to extend the orientation period. However, the union does not feel that a precedent should be set by allowing an extension to the orientation to be built into the collective agreement. There would be potential for abuse of the clause which could harm many of our union members.

28.02 (b) - Work Day and Work Week

The new language with respect to this article will erode the possibility of flex-time. The University's language proposal is "should the needs of the department change significantly, (as in the case of financial exigency or changed work procedures), the Department Head may withdraw his/her approval for the modified work week, in which case the employees affected will be given one month's notice of the change." No notice is required when changing the work week assigned to a vacant position.

The University wants to be able to change work week with 30 days' notice as opposed to our letter of understanding signed by both the University and the Union in April 29, 1985.

The Letter of Understanding states:

- 1) The University agrees that once the Department Head has approved the form of work week decided upon by the employees, that approval will not be withdrawn during the term of the Collective Agreement, except as set out below in paragraph 6 (i.e. see item #3 below).
- 2) If a Department Head wishes to withdraw approval for a form of work week, the Department Head must give notice of his/her withdrawal not less than six weeks prior to the expiry date of the Collective Agreement; the effective date of the withdrawal to be the expiry date of the Collective Agreement. Notice shall be in writing to the employees affected, with a copy to the Union.

- 3) If an unanticipated and substantial change has occurred which alters significantly the basis upon which the approval was granted (for example, unanticipated and substantial financial exigency, an unanticipated and substantial change in the way the Employer has the work performed), the University is permitted to withdraw the previously approved hours of work or modify the existing hours of work during the term of the collective Agreement including any bridge clause or extension. Six weeks notice of change or modification must be given to the employees and the Union in writing. The notice shall state the grounds upon which the University relies to establish that such a change has occurred and that the continuation has not been unreasonably withheld.
- 4) During the first 2 weeks of the notice period, upon request, the University will meet and discuss the withdrawal and consider alternate suggestions by the employees. The University will respond in writing to the Employees' suggestions within 5 working days and state whether or not the withdrawal will still occur.

The Union is trying to incorporate the Letter of Understanding into the collective agreement.

Increment Policy

The University wishes to offer increments based on merit only. Any employee who is currently under discipline would automatically not be eligible. This would also be the case if there is a grievance in process. The University is going to implement an evaluation process for all employees in the near future and the ability to receive the increment would be based on a good evaluation which as anyone can see, would be totally subjective. Obviously, we must stand firm against this policy. Also, the question would come up about what the University would do for those employees already at the top step and who have not had an increment for years. What would they hold over their heads as an incentive or is it to be assumed that they would not merit an increment. I bring this issue up only to show how really unfair merit increases can potentially be.

Lay-Off, Recall & Involuntary Transfer

The University wished to address Lay-off, Recall & Involuntary Transfer, as I indicated in the first Contract Committee Report, however, they have not, as yet, developed a language proposal to put on the bargaining table.

Wages

The other issue neither party has yet addressed is Wages. We are both obviously saving the best for last.

Splitting up the Clerks

The University is proposing to split the Clerks to two streams. One stream would be Clerk/Typist with a requirement of typing of 40 wpm. The other stream would not have a typing requirement as part of the job standard. Job security is at risk here if the Clerking classification is cut in half. The other issue is that the onus will not be on the employer for retraining. Should an employee be involuntarily transferred due to his job being phased out and the only coincidental vacancy is in a clerking job with a typing requirement and the employee does not have that skill, the employer must provide retraining. This provides job security for our members and this is what we as a union should be committed to protect.

The CUW General Membership Meeting was held in I.R.C. #2 on Tuesday, July 16, 1987 at 12:30 p.m.

Adrien Kiernan (President)
Diana Ellis (Secretary-Treasurer)
Pamela Lundigran (Chair, Communication Committee)
Susan Berry (Chief Steward)

Eileen Robertson (recording secretary)

1. ROLL CALL OF OFFICERS

Meeting was called to order at approx. 12.55 p.m.

2. APPROVAL OF AGENDA

MOVED Joanne Steven/Susan Berry approval of the Agenda. CARRIED

3. APPROVAL OF MINUTES

Minutes of the meeting of June 9, 1987 had been circulated.
MOVED Susan Berry/Carole Anderson approval of Minutes of June 9, 1987 as circulated. CARRIED

4. NOMINATIONS FOR OFFICERS

Recording Secretary

Eileen Robertson was nominated as recording secretary and since there are no other nominations, she was seated by acclamation.

Second Vice-President

Carole Anderson was nominated for Second Vice-President and has declined. Nominations are still open.

Trustee

The chair asked if there were any nominations for Trustee. Carole Anderson had been nominated for Trustee and she has declined the nomination..

Sergeant-at-Arms - 2 positions.

No nominations so nominations are still open.

5. COMMITTEE REPORTS

President's Report

The Hiring Committee was struck composed of 5 people. The President, the Chair of the Grievance Committee and Chief Shop Steward, the Trustee and a member of the Contract Committee. 61 applicants applied which the Hiring Committee short listed to 5 persons. 4 of the applicants are women and one male. Interviews are currently taking place.

The President advised that a draft report from the Sexual Harassment Committee is available for circulation. She requested that members read the report and bring any recommendations to the Union office prior to July 22 when the report will be discussed by the Grievance Committee. She also informed the membership that although the deadline initially was June 30, she along with the President of Alma Mater Society and Faculty Associations and other unions have written to the President requesting an extension so that there would be input more widely across the campus. A letter from the President's office was received agreeing to the extension.

The union office is being currently staffed by Adrien Kiernan and Joe Denofreo who comes in 2 days a week. Temporary clerical help has been hired to assist with the back log in the setting up of files and other clerical functions in the office.

The computer and printer have created problems so that the membership Data Base cannot be updated and we apologize to the members for the inconvenience in their mail being sent to wrong addresses. The extra person in the office will also be assisting in updating the Data Base as soon as we get the proper functioning program.

Cupe have sent their computer specialist to review our system and develop an appropriate program and an instruction manual in order for us to have an efficient operation.

CONTRACT REPORT (Chair Adrien Kiernan)

The Chair briefly informed the members of the Proposals between the University and the Union. These proposals need to be analysed and we have set up meetings for future negotiations. Some of the points covered are:

(a) interpretation of contracting out
(b) elimination of flex week.
(c) non-payment of the 30 days' pay for dismissal with cause
(d) University want to give merit increases however if member disciplined in any way verbal or otherwise, then not entitled to increment. We find this proposal too subjective and are totally opposed.

The President announced that all members will get their increment at end of July.

Grievance Committee Report

The Grievance Committee is presently meeting. We now have one arbitration, six policy grievances, thirteen personal grievances and nine reclassifications. We have a slight problem in that the University is not replying to our grievances (Step 111's) within the deadline set by the Contract. A letter was sent stating we expect adherence to the deadlines.

Education Committee (Chair Diana Ellis)

This committee urged members to take advantage of courses/seminars offered for training purposes. They asked for requests from members for suggestions on this. Contact Susan Berry.

Communications Report (Chair Pamela Lundigran)

The Chair stated that it was their wish to put the Newsletter out once a month. This is contingent upon asking the membership for an increase in Budget. Previously, we had \$12,000 /yr allocated for communications' newsletter and our last newsletter cost us \$500.00. That would give us 2.1 Newsletters a year.

Treasurer's Report Chair Diana Ellis)

May/June statements are ready and will be sent out with next Newsletter. Our income is \$172,200 and our expenses \$129,197 leaving a surplus of \$42,003. Our strike fund is doing very well. David Levi of C.M. Oliver spoke to us on June 30, 1987 on our investment and it is a very favourable situation.

There is need to have the Newsletter Budget revised and possibly raised. We would like to combine the printing budget and the newsletter budget and call it communications budget. Diana will be bringing this issue forward as notice of motion for the next meeting. Joanne Steven suggested that perhaps a bi-monthly letter might be the answer. We welcome suggestions in writing to the Communications Committee.

Our operating account has been at T.C.U. at Dunbar and 29th Branch and it is quite inconvenient to get there. To solve this problem, we now have opened an account with the Imperial Bank of Commerce on campus. The account will be opened in August, for operating expenses only.

The Chair asked the members if they thought the Executive Minutes could be also done bi-monthly? We will give some more time to this decision. A suggestion coming from a member was that we possibly could alternate between the Executive Minutes and the newsletter on a monthly basis. The President has set the calendar for 2 hr membership meetings in advance: August 4, October 6, December 1 and February 2, 1988.

In the absence of a Trustee, the President called for a motion to destroy the ballots for the Hiring of a Business Agent.

MOVED Ellis/Joanne Steven that the ballots be destroyed. CARRIED

Health and Safety Report - Karen Shaw (Stress Committee)

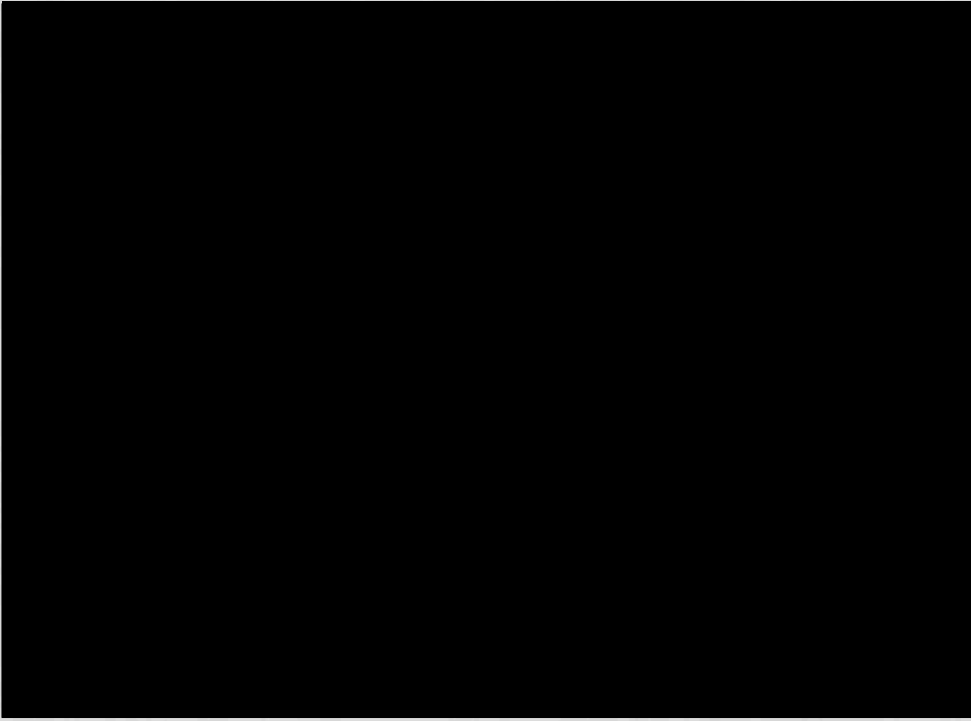
Karen gave her report on the work of the sub-committee to date. The University and the Committee on Health and Safety concur that there seems to be more accidents and longer leave of absences due to illnesses and the Stress Committee wondered if there was a relationship between accidents/illnesses to stress. Questionnaires for feedback purposes were sent out with less than 10 replies received. On the other hand, when Clarissa Green gave 2 lectures on stress, the attendance at her lectures was overwhelming, and this was an indication to us that there was indeed stress on campus.

As a result of the committee's research we found that:
(1) Cupe holds a variety of workshops on stress, free of charge. (2) We have set up a workshop scheduled for July this year and are completely booked. Our workshop will be headed by Dr. Dorothy Goresky, through student services.

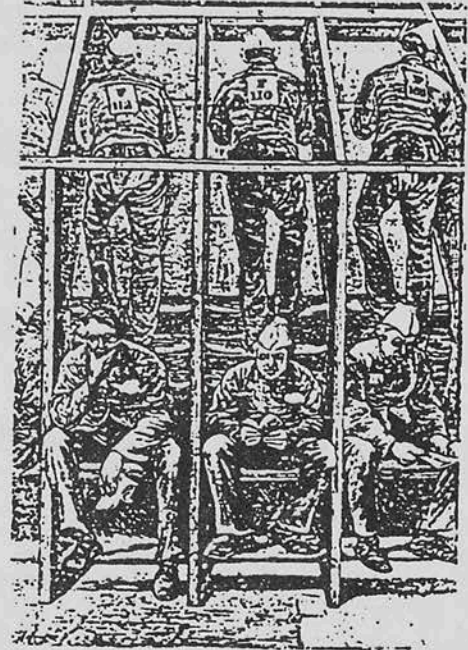
The Stress Committee will continue its efforts in working towards stress relief.

The meeting was adjourned at 1:30 p.m.

ONTOLOGICAL AMBIVALENCE



reprinted from "The Ritchy Poems"
courtesy of Bulldust Books



(Ann o'nymous)

Imagine a place where grown employees are treated like children.
A place where their only reward is more work piled on already too
much to begin with.

Imagine being made to feel as if you have to work extra time because
the supervisor didn't like the fact that you were off sick.

Imagine a place where you are judged by the quantity of work you
produce rather than the quality.

Imagine a place where you feel guilty because you have to stay home
sick.

Imagine a place where there is no appreciation shown for the work
performed.

Imagine a place where there is no motivation to improve your knowledge
of your job unless it is done on your own time. (Even though the
contract entitles you to take one course per year during working hours)

Imagine a place where the atmosphere is one of oppression if not
depression.

Imagine a place where you are shifted from one job to another as if
you were nothing more than a bean bag.

Imagine a place where almost all of the equipment (ie chairs, desks,
telephones, etc.) is falling apart.

Imagine a place where you are made to feel a machine and not a human
being, where suggestions are treated as insignificant little quibbles.

Imagine a place where the supervisor feels it is not necessary to
inform her staff of why they have not been payed their overtime
for FOUR months.

Imagine a place with the atmosphere of a nineteenth century
sweatshop.

You don't have to imagine any of these things; just visit the
Finance Department and see-for yourself.

The Picket Line - a Personal View

YOUR CUE

Historically, working people have put up picket lines to protect their economic rights. When any union's contract negotiations broke down the picket line was used to show dissatisfaction with management's demands.

When the government entered the picture and proposed anti-union legislation as the B.C. government did in 1983 and now again in 1987, working people banded together to put up a picket line to show dissatisfaction.

Honoring picket lines is the basic tenet to follow. Honoring picket lines shortens disputes because necessarily if no work is accomplished then the parties sit down and ratify a suitable agreement very quickly. Crossing picket lines stretches out the period of pain and is therefore unacceptable.

The question to ask is were these our union's negotiations and therefore our picket lines? Answer, of course not. It was a political dispute and we were showing dissatisfaction with government policies.

And, you say, oh! just a political dispute. Then I don't have to honor this picket line, do I?

Answer. Yes you should. You should honor picket lines erected by other working people just as you would have other people honor your line. When you boil it down the purpose of the picket line is the protection of our economic rights.

submitted by Richard Melanson

Dear Editor,

At the CUE meeting on June 9, a by-law was passed bringing the trustees' role into line with the CUPE constitution.

The role of a trustee is that of an independent watchdog on behalf of the members' interests, particularly the financial interests. The reason the trustees are not voting members of the executive board is because they cannot possibly be objective about measures to which they are intellectually or emotionally committed, or about which they have engaged in debate.

In the past, this has been imperfectly understood in our union, and many improprieties, and even corruption, have occurred. Under previous administrations, we have had officers and stewards working so closely with management that their conduct amounted to collusion. We have had telephone polls reversing recorded decisions of the executive. We have had the mysterious disappearance of many thousands of dollars. These things, and others, occurred, in part, because there was no mechanism for bringing them to light.

For instance, in the past, our trustees were responsible for arranging balloting, and also for reporting any improprieties concerning a ballot. This is like setting the fox to watch the hens; it is an inherent conflict of interest.

Hence, it is improper that, as reported on June 9, "the executive has decided that the trustees will remain on the executive board until the end of the year." I am sure that this decision was taken through inexperience and the sincere wish not to lose old friends. Alas, this is how conflicts of interest arise: for the sake of old friends, exceptions are made.

Because the members have deemed it appropriate, we are now a chartered local of CUPE, and it is in the members' interest that the trustees assume their proper, powerful, and necessary role of monitoring, and reporting at half yearly intervals, on the state of the union.

This does not mean, however, that the trustees should be consulted on every measure which the executive or members wish to undertake. That would result in a situation where the trustees, and not the officers and members, were conducting the union's business.

Yours truly,

Sandy Lundy

Sandy Lundy

in the Editor's Corner

PERSONALS

FOR SALE!!

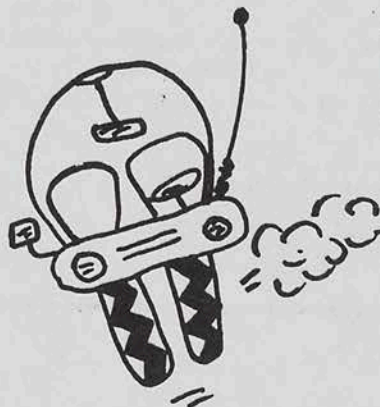
One Stylizer mountain bike, 12-speed, 8 mos. old, in good repair.
\$100 ONO

after 5:00 pm

CAR POOLING

I need a ride to Granville & 41st or to 25th from UBC, Monday to Friday at 5:00 pm.

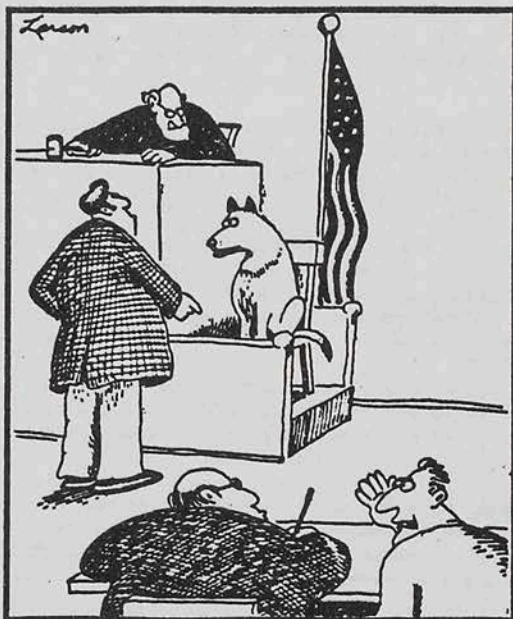
Pam: [REDACTED]



FOR SALE

MEN'S 10 speed bicycle
excel. condition
\$50.00 [REDACTED] SUSAN

I find this offensive



"I could have guessed ... my friends all warned me that this breed will sometimes turn on you."



Show up!

CANADIAN UNIVERSITY EMPLOYEES
2170 Western Parkway
University of British Columbia
Vancouver, B.C. V6T 1V6