



Canadian  
University  
Employees

# ON CUE

CUPE LOCAL 2950

2166 Western Parkway, U.B.C., Vancouver, B.C. V6T 1V6

224-2308

## NOVEMBER 1991

## ELECTION

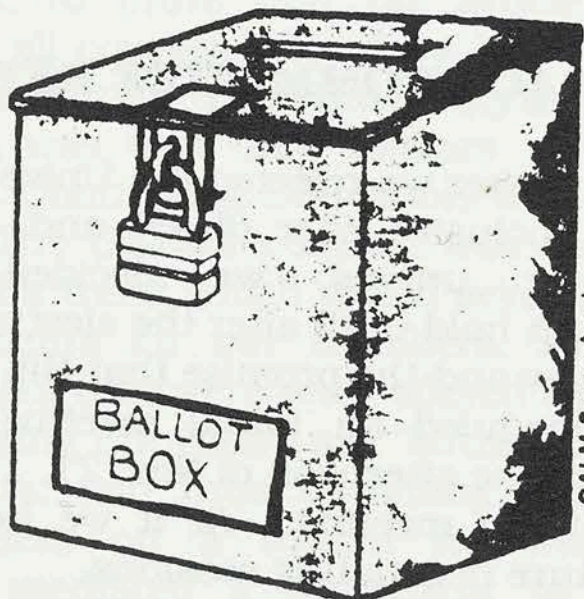
## OF

## OFFICERS

**November 21st Membership Meeting**

**IRC Room 1 (12:30 - 2:30 p.m.)**

**Article 10.01 entitles all CUPE 2950 members to attend membership meetings.**



## C.U.E. REPRESENTATIVE LIST

## EXECUTIVE COMMITTEE

<b>224-2308</b>	<b>President</b>	<b>Greg Fisher</b>
224-8273	1st Vice-Pres.	Shirley Irvine
822-5478	2nd Vice-Pres.	Ann Hutchison
822-3445	Rec. Secretary	Jennifer Martin
822-3020	Health & Safety	Stephen Montgomery
224-8498	Chief Steward	Vic Wilson
822-2521	Secretary-Treas.	Polly Diether
	Education	
	Newsletter Ctte.	
822-2882/3	Sarg-at-Arms	Lynn Jenkinson
822-5925	Sarg-at-Arms	Sharon Krowchuk
	<b>TRUSTEES</b>	
822-3596	Trustee	Denise Field
822-3580	Trustee	Eniko Wilkie
822-2882/3	Trustee	Marilyn MacPherson

## NEWSLETTER COMMITTEE

822-4995	Richard Melanson	Catalogue Records
822-6412	Mary Mitchell	Triumf

## GRIEVANCE COMMITTEE

<b>822-8273</b>	<b>Shirley Irvine</b>	<b>Commerce</b>
822-2308	Greg Fisher	Union Office
822-5478	Avron Hoffman	Catalogue Records, LPC
822-5925	Sharon Krowchuk	BioChemistry
822-8498	Vic Wilson	Commerce

## HEALTH &amp; SAFETY COMMITTEE

<b>822-6250</b>	<b>Steve Montgomery</b>	<b>Financial Services</b>
822-3336	Pat Formelli	Dean's Office, Science
822-2882/3	Stephanie Shepard	Woodward Library
822-8107	Rita Harder	LTO, Human Resources

## CONTRACT COMMITTEE

<b>822-5478</b>	<b>Ann Hutchison</b>	<b>Catalogue Rec. LPC</b>
822-2882	Alannah Anderson	Woodward Library
224-2308	Greg Fisher	Union Office
822-8444	Rosanne Kinsey	Commerce
222-2900	Wanda McNamara	Development Office
822-3891	Shehnaz Motani	Animal Science

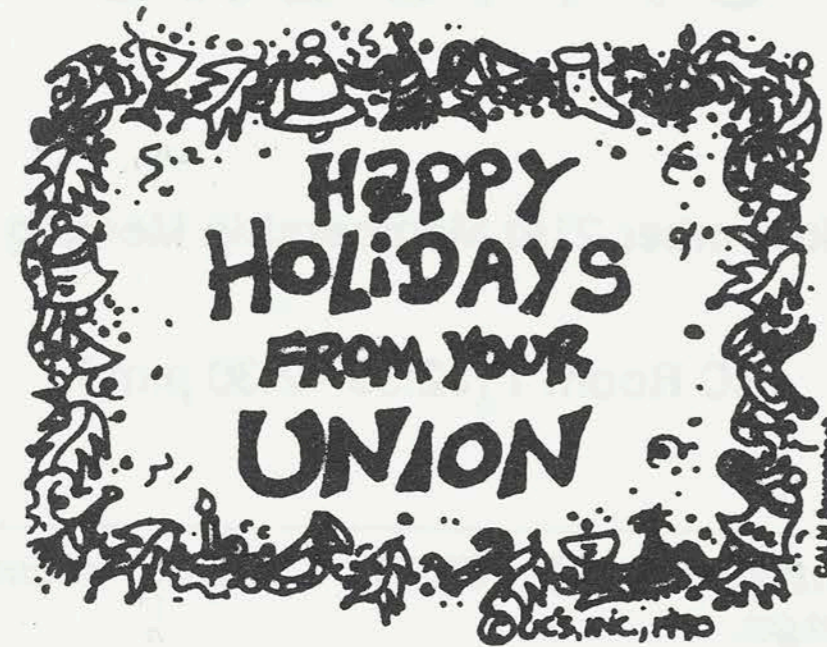
## JOB EVALUATION COMMITTEE

822-2882	Allanah Anderson	Woodward Library
822-5122	Debbi Onbirbak	English Dept.
822-2944	Rosemarie Page	Faculty of Law

## STAFF

224-2308	Greg Fisher	President
224-2308	Paul Tetrault	Business Agent
224-2308	Leslie Hodson	Admin. Secretary
224-2308	Maurcen Mahoney	Clerk
291-1940	Joe Denofreo	CUPE National Rep.

FAX 224-6496



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## CONTRACT COMMITTEE REPORT

You will remember we rejected the University's end of June all inclusive offer of 4% and, like other public sector unions, we decided to put negotiations on hold until after the election. With it behind us now and the promise that Bill 82 will go, we have scheduled an initial meeting with the University for the afternoon of Nov. 21, 1991 - after our membership meeting. At it we hope to set dates for future negotiating sessions.

**ANN HUTCHISON**  
Chair, Contract Committee

## GRIEVANCE COMMITTEE REPORT

## Medical and Dental Appointments

Article 30.06 on medical and dental appointments has been the subject of some confusion because several managers seem to be unaware of its existence. In 1987, the Union filed a grievance regarding the interpretation of this article. The grievance was settled before arbitration and a Letter of Understanding about the interpretation of the article was signed by the Union and the University in October, 1988. Both parties agreed that 3.5 hours is the *average*, not the *total*, allowed per month for appointments. The Letter of Understanding states: "When an employee exceeds 3.5 hours . . . the University will average usage over the twelve months immediately preceding the current month; if the employee has not averaged 3.5 hours over the previous 12 months, then additional time for appointments is available to the employee up to the maximum potential usage of 42 hours. By referencing the moving average over the twelve most recent months, employees are able to 'wipe out' months of high usage systematically. If the employee's usage exceeds 42 hours, then payment for the medical appointment is deducted from the employee's accumulated sick leave bank. If the bank has run out, then the pay for the time will be deducted from the employee's next cheque". Anyone who is experiencing difficulty with their supervisor over this article should contact the Union office.

## Tuition Fee Benefits

Last week, we had an arbitration on Tuition Fee Benefits. Grievances had been filed when the University removed tennis and golf lessons, computer courses offered by the Computing Centre, and courses offered by Botanical Gardens from eligibility for tuition fee waivers. At the arbitration, the Union brought in a witness from the 1975 Union negotiating committee, Frances Wasserlein, to prove that the article negotiated applied to all courses offered by UBC, both credit and non-credit. The University's position at arbitration was that only courses offered by the Centre for Continuing Education were eligible for waivers. The Union's concern was that this was the start of a trend which would severely erode the waiver benefits for our members, as more and more courses that were once offered by the Centre for Continuing Education are "farmed out" to other departments, and thus becoming unavailable to our members on a tuition fee waiver. The arbitrator mediated a settlement in which the Union won back tuition fee waivers for computer courses and Botanical Garden courses.

In addition, the University agreed that any types of courses now eligible for tuition fee waivers will still be eligible for waivers if they are moved to another area in the future. The final provision is that the arbitrator will rule on tennis and golf lessons after both parties make written submissions.

## Epilogue

This will be my final report during my term as First Vice President and Chairperson of the Grievance Committee. In preparing this report I had occasion to reflect on the evidence given by Frances Wasserlein concerning the negotiating history of the Tuition Fee Benefit Article. As I listened to her speak about negotiating the second collective agreement for this Union in 1975, I was struck by the fact that we owe many of the benefits that we tend to take for granted to people like Frances Wasserlein who were there, so to speak, at the beginning. Through their skill, dedication, and persistence, and the firm support of the membership, the Union was able to gain benefits such as the tuition fee waiver from a reluctant employer.

**SHIRLEY IRVINE**  
Chair, Grievance Committee



## HARASSMENT

Having been a shop steward for many years I have had to handle just about every conceivable situation that you could imagine. There is one situation which bothers me more than any other. An employee being harassed for attending a funeral. Unfortunately during the past few years in my department (Financial Services) this has occurred on a regular basis.

When one of our members loses a loved one, whether it be a friend, relative or a spouse, you would think that their supervisor would show some sympathy and treat the employee with at least a little sensitivity. Such is not the case in many instances in financial services.

The latest reported incident resulted in one of our members becoming so upset that they sent a letter of complaint to the President's Office and Human Resources. Only after this letter was sent did they receive an apology from their supervisor (the apology was not a written apology but rather a verbal one)

As a Union we will not tolerate harassment of our members and as a Union member and a human being this specific form of harassment is especially inexcusable.

If any member feels harassed in any way, please call the Union office (224-2308) as soon as possible.

**CHUCK ERICKSON**  
Shop Steward

## BUSINESS AGENT'S REPORT

### What's Happening to the 150 M & P Positions Being Contested by the Union?

In August, 1990, CUPE 2950 went to the Industrial Relations Council and asked for a declaration that 150 positions in the Management and Professional category were rightfully in the jurisdiction of CUPE 2950.

From September, 1990 to March, 1991, there were procedure disputes leading up to the appointment of Industrial Relations Officer, Ed Hameluck, who was to examine the file and 24 positions chosen by both parties as a sampling of the application.

After a couple of months of sporadic meetings between the parties and the Industrial Relations Officer, the University representative came to the Union in August, 1991 and suggested that the parties attempt to reach a global settlement on this Industrial Relations Application. For a couple of months (Sept. to Oct.) there were settlement talks and the parties reached a tentative agreement near the end of October with the following provisions:

- \* The University would agree that the Union had jurisdiction over some jobs in the computer area and the library which were not part of CUPE 2950 at the present time.
- \* The Union would agree to exclude some jobs in the President's Office on the basis that they were confidential exclusions.
- \* The Union and the University would draw up guidelines for the CUPE 2950 bargaining unit based on the practice of the University prior to 1987.
- \* The Union and University would agree to new job classifications such as Fundraising Assistant, etc. to describe some of the new positions which should be in CUPE 2950 but which were presently not in the Union.
- \* The Union would withdraw its application to the Industrial Relations Council and agree that any M & P position prior to September 15, 1991 would not be subject to any future application.
- \* Positions at the University will be posted inside or outside CUPE 2950 depending on the guidelines mentioned above. Thus, when an incumbent leaves a contested position it will be reposted.

In summary both sides would compromise on this matter; the Union would get some positions in the Union right away and new bargaining unit guidelines based on the practice of the University from 1974 - 1987. The University would get protection for the incumbents in various positions now called "M & P" but the positions themselves would be open only when the incumbent left that position. The University would also get some required protection in the President's Office.

While the Union Grievance Committee was not entirely satisfied with this resolution, we felt that the best way to proceed was to look to the future with new guidelines and with new positions already in the bargaining unit. The Union signed the tentative agreement.

The University having agreed to this tentative settlement through the negotiator, then refused to sign the settlement agreement, stating that the Union had to withdraw its IRC application before the University would take any steps. This is an impossible position for the Union to accept and the agreement was scrapped!

Thus, all attempts to settle this matter have broken down. This means:

- The Union will be filing a further application to the Industrial Relations Council with the names of at least 60 people who have been wrongly excluded from CUPE 2950 since the last application.
- There will be a hearing, shortly, in front of the Industrial Relations Council to determine some of these positions and to establish boundaries for the bargaining unit.
- No M & P incumbent position in such jobs as Administrative Assistant, Fundraising Assistant, and Admissions Assistant will be exempt from scrutiny. This will probably cause some people who applied for these positions to be annoyed with the University. The University did not warn them before they took these positions, that the positions themselves were in dispute even though the University knew full well that many of these positions would be contested and in fact, would be found by the Industrial Relations Council to be in the Union.

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- The University, which has already spent thousands of dollars defending this application, will now spend hundreds of thousands of dollars in legal fees to defend the application and to convince the Industrial Relations Council that these positions aren't Union positions.

- The Union will certainly be successful on a certain number of these positions before the Industrial Relations Council and these positions will come back into the Union. The parties will then negotiate what the salary and work conditions of these positions will be.

### What's Behind all This? Some History...

In 1974, CUPE 2950 which was then known as AUCE Local 1 was certified to represent all employees in the (G) group.

As of the April 1974 there were essentially five (5) employee groups on campus.

1. Faculty
2. Professional and Supervisory (approx. 300 people)
3. CUPE 116/Union Group (mainly comprised of maintenance and outside workers and technicians) This Local was organized by department and had seven (7) different certifications which were consolidated in 1975.
4. Non-Union Technicians (these were technicians in departments which didn't have CUPE 116 certification)
5. The Office Staff and Miscellaneous Group "The G-Group" - this "G" group was composed of a wide variety of different jobs ranging from Clerks, Secretaries, Computer Workers, Theatre Workers, etc. This was the group that was organized by AUCE Local 1 in 1974 and for some reason the certification was given the title "Non-Professional Clerical and Non-Professional Library Workers".

It was clearly the intent of the Labour Relations Board at this time to certify, in one large unit, all the members of the "G" group on campus. This was understood by the parties as well as the first collective agreement between AUCE 1 and the University merely transferred the "G" group classification into the agreement.

An analysis at this point would have shown that Non-Professional Clerical and Non-Professional Library Employees included Computer Operators, Assistant Programmers, Buyers, Administrative Clerks and, later in the second collective agreement; included Theatre Group Employees.

In 1982, the parties negotiated a whole series of new jobs and new job classifications which included the creation of the Clinical Office Assistants stream, the Clinical Secretaries stream, the Printing stream and the Editorial Assistant positions.

Obviously I haven't gone into detail on all the developments of the jobs or in the classification history. There were developments in the position descriptions and the job standards of the Buyers, Secretary positions and other positions as technology developed. The Union says that the inclusion of new positions since 1974, was a recognition by the parties that these positions would have been included in the 1974 certification in the "G" group.

From 1974 - 1986 when a Department Head made a request for a reclassification outside the Bargaining Unit, the Department of Human Resources took a very close look at the classification system and rejected the Department's request unless the position was a Manager (in the legal sense), or a Professional. This consistent practice by the Department of Human Resources led by Kay Rumsey and Harvey Burian caused disputes with the Departments but ensured the integrity of the classification system and kept positions inside the Bargaining Unit which should have remained inside.

In 1987 there was a Human Resources Project to exclude certain positions from the bargaining unit because it was felt that these were Managerial positions. Undoubtedly some of the exclusions were justified from a legal point of view, because with the development of the University, some of our members had become Managers and should have been excluded from the Union. However, with these exclusions came more and more demands for exclusions of people who were properly in the CUPE 2950 bargaining unit.

The University began to exclude employees from CUPE 2950 who were taking on specialized tasks (like software troubleshooting or basic admissions work) which had been performed in the past by CUPE 2950 members. Also they began excluding people who would previously have been classified as Admin. Clerk, Sec. V, etc. before this period. This was the work of a new Human Resources Director as Harvey Burian and Kay Rumsey were no longer doing classification work.

cont...

Now, if a new administrative or computer position didn't fit squarely into an existing CUPE 2950 classification, then the job was placed into the Management and Professional category by the Human Resources classification officers. Thus, while from 1974-1986 it was the practice of the parties to develop new classification to include positions which would have been in AUCE 1 in 1974, now the University was excluding these new positions from the bargaining unit.

The University took this route instead of paying people more in the Sec. V, Programme Assistants, Editorial Assistants, Administrative Clerk, Computer categories, or instead of developing new classifications in the Union to meet these new administrative and technological developments. Of course, the University offered more money up front to some people to go outside the Union but this money could have been paid within the Union (our top members make over \$36,000/yr.). In fact, the employees who are placed outside of CUPE 2950 have no right to overtime pay, no job security, no other Union rights and in fact, some M & P staff make less per hour than Union members working in their own offices.

#### The Union position

CUPE 2950 has made this application to the Industrial Relations Council so that employees, mostly women who are doing more complex administrative and computer work (work traditionally done by CUPE 2950 members), can continue to do this work with full Union rights. We want our members to be able to apply internally for these positions which traditionally have been Union work.

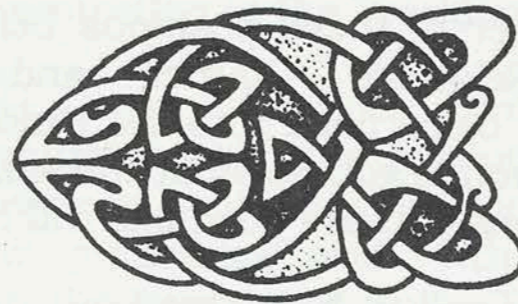
We want our Union members to be properly paid for work traditionally done by this Union. We don't believe the employee should have to lose basic Union protection such as seniority, job security, pay for overtime and others to take a position which appears to be a promotion and which may have increased job satisfaction.

#### The University and Employment "Equity"

The University, for all its talk about Employment Equity now must face the fact that its excluding a whole category of employees, virtually all women from trade union rights because they perform complex administrative and computer tasks. It's the old situation that existed before unionization of clerical, administrative and Library workers at UBC. Administrative managers, most of them men, have non-unionized "assistants" most of them women, who are appointed and keep their jobs at the discretion of the manager. This is the situation

which the University is prepared to spend hundreds of thousands of dollars to defend. CUPE 2950, with the help of CUPE National will continue to fight the University on this.

**PAUL TETRAULT**  
Business Agent



#### CUPE 2950 ELECTION OF OFFICERS

**CUPE 2950 will hold its biennial elections of officers at the November 21st General Membership Meeting. Listed below are the nominations that were presented at the October 24th meeting and that have been sent to the Union office. All nominations will close at the November 21st meeting where the election will take place.**

##### President

Ann Hutchison nominated by Avron Hoffman  
Vic Wilson nominated by Loesha Young and Rhoda Morgan

##### 1st Vice President (Chair, Grievance Committee)

Sharon Krowchuk nominated by Shirley Irvine

##### 2nd Vice President (Chair, Contract Committee)

None

##### Treasurer

Polly Diether nominated by Ann Hutchison

##### Chief Shop Steward

Vic Wilson nominated by Nan Love

##### Chair, Education Committee

None

##### Chair, H & S Committee

Stephanie Shepard nominated by Polly Diether

##### Chair, Newsletter Committee

Suzan Zagar nominated by Ann Chatwin  
Sandy Lundy nominated by Roseanne Rumley

##### Recording Secretary

Stephen Montgomery nominated by Lynn Jenkinson

##### Sergeant-at-Arms (2)

Lynn Jenkinson nominated by Stephanie Shepard

**Trustee (3 yr. term beginning Jan. 1, 1992 ending Dec. 31, 1994)**

None

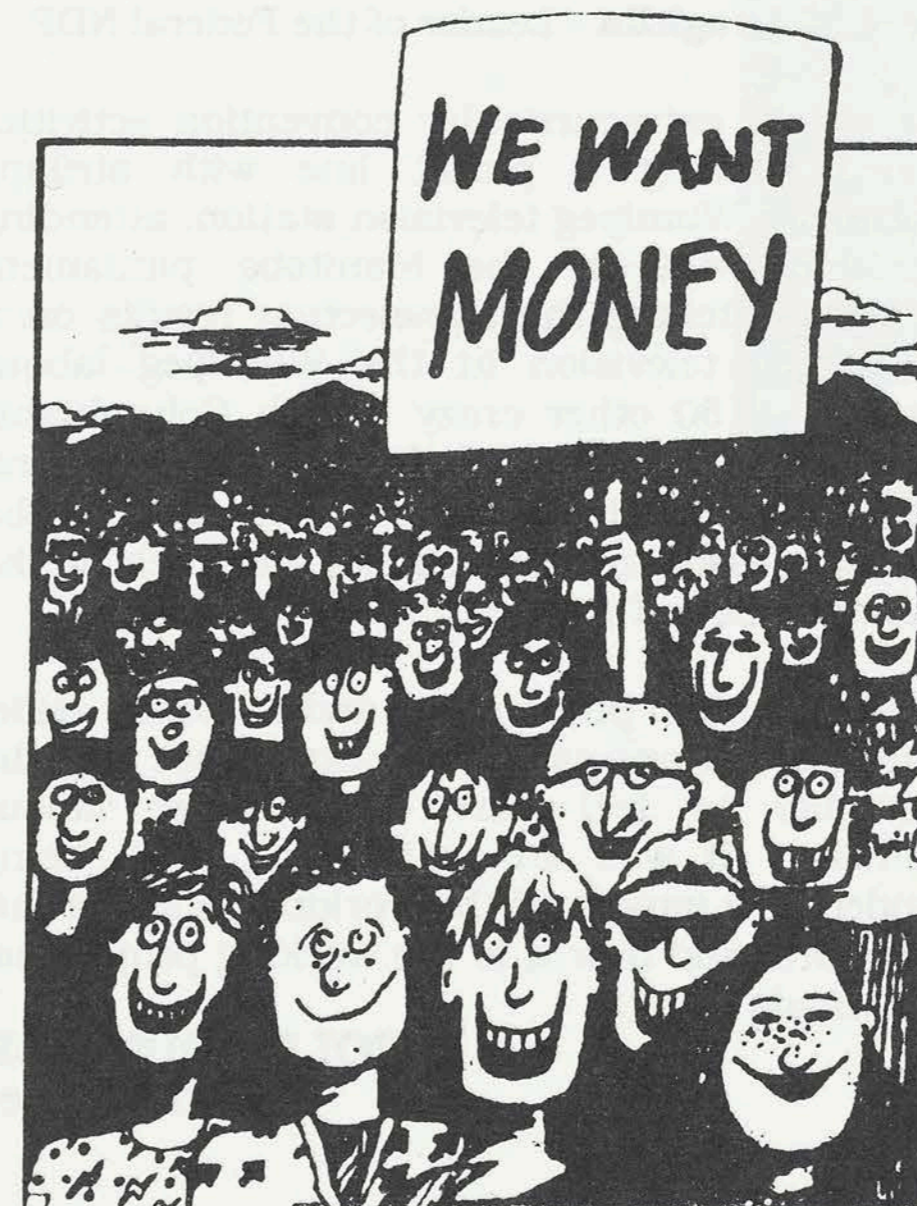
#### CUPE 116 MEMBERS REJECT UNIVERSITY 4% CEILING

CUPE 116 members rejected, by a huge majority, the tentative agreement signed by the University and the CUPE 116 negotiating team. The vote was 584-No and 232-Yes. The CUPE 116 negotiating team has resigned and a new negotiating team will be elected at a CUPE 116 emergency meeting.

In the middle of October, the CUPE 116 negotiating team and the University negotiating team had reached a tentative agreement on contract negotiations. This agreement was subject to approval by their respective principles, ie. in the case of the Union - the members of the Union; and in the case of the University - the higher levels of management. This tentative agreement called for a 2.5% wage increase, some increase in dental benefits and costed in the University increased contribution to the pension plan. The total cost of the package was within the 4% ceiling that President Strangway has "imposed" for new employee settlements at the University.

CUPE 116 members were opposed to the new benefit package which forces the CUPE 116 member to pay their medical premiums while the University will pay for the dental premiums. 116 members were also concerned that the proposed percentage wage increase 2.5% across-the-board would not come close to matching inflation. Many of the members rejected the idea that there is "no more money" in the University pot to pay employees.

**PAUL TETRAULT**



#### TREASURERS REPORT

##### Convention Report

I cannot begin to detail all that went on at the CUPE National Convention, Oct. 14-18. I will attempt, however to describe some of the important decisions and a few of the highlights.

There were over 1,500 delegates plus guests. Our local delegates were:

Greg Fisher  
Lynn Jenkinson  
Vic Wilson  
Stephanie Shepard  
Polly Diether

Our Business Agent, Paul Tetrault, attended as an observer.

There were a large number of reports presented by committees, task forces, and National Officers

National Task Force on Women  
National Day Care Committee  
National Health & Safety Committee  
National Contracting Out and Privatization Coordinating Committee  
National Advisory Committee on Pensions  
National Working Committee on Racism, Discrimination and Employment Equity  
National Working Committee on International Solidarity  
National President  
National Secretary Treasurer

In addition, there were many policy statements presented and adopted:

Enough is Enough - Tories Out  
Economic Equality for Disabled Persons  
Violence in the Workplace  
The CBC  
Free Trade with Mexico  
Free Trade in the Air  
Putting Taxation and the Deficit in Perspective

There was also a lengthy report prepared by the Commission on Structure and Services entitled "Shaping our Future". The Commission solicited input from CUPE members across the country on three areas: CUPE's organization, CUPE's policies, and CUPE's services and dues. When presented to the convention the report fuelled a great deal of debate and was eventually referred back to the commission.

The high level of interest in this report, both supportive and critical, was an indication of how important CUPE members believe an examination of structure and services to be at this time.

There were 168 Resolutions and 38 Constitutional Amendments put forward by locals, divisions, and the National Executive.

Some key ones:

**Resolution 168** - to prepare a policy statement on violence against women

**Resolution 166** - December 6 declared a commemorative in memory of 14 women slain at l'Ecole Polytechnique in Montreal

**Resolution 151** - reaffirming Quebec's right to self-determination

**Resolution 152** - affirming the rights of First Peoples

**Resolution 300** - to lobby for entrenchment of a social charter in the Canadian Constitution

**Resolution 104** - establishment of a Pink Triangle Committee for gays and lesbians

**Resolution 48** - to organize child care workers

**Resolution 50** - to organize ambulance personnel

Constitutional Amendments:

**C19** - Creation of 3 trustees positions for the National union

**C38** - per capita payment due by end of following month

**C23** - increase of per capita dues to .7% of monthly wages

**C29** - stiffer arrears penalties

The election of national officers was an important part of convention business. The new officers are:

**President:** Judy Darcy

**Secretary Treasurer:** Geraldine McGuire

**General Vice Presidents:** Ed Hanson, Ed Blackman, Tom O'Leary, Mike Stokes, Ginette Stokes

**Trustees:** Colleen Jordan, Jan Rowan, Guy Croteau

In addition 11 Regional Vice Presidents were elected.

As well as the regular convention business there were two evening forums we attended:

*The Women's Forum* was a great discussion of women's role in the labour movement and in the world at large. There was particular emphasis placed on the challenges faced by women of racial minorities and disabled women. It was exciting to hear how far women had come in a relatively short time.

*The Rainbow Forum* was a discussion of issues facing racial minorities. The question of representation was a major one - the importance of union leadership that reflects the diversity of the membership. Many speakers rose to say that special measures taken to ensure representation are not "tokenism" but a bridge to encourage future participation by all members.

We were fortunate enough to be addressed by some excellent speakers over the week of the convention. Virtually all the major voices of the Canadian labour movement were there:

**Shirley Carr** - President of the Canadian Labour Congress

**Bob White** - President of the Canadian Autoworkers

**Darryl Bean** - President of the Public Service Alliance

**Susan Hart** - Kulbaba, President of the Manitoba Federation of Labour

**Judy Rebick** - President of the National Action Committee on the Status of Women.

**Audrey McLaughlin** - Leader of the Federal NDP

Some of our extracurricular convention activities included walking a picket line with striking workers at a Winnipeg television station, attending a women's vigil at the Manitoba parliament buildings, watching the BC election results on a large screen television at the Winnipeg labour centre with 150 other crazy British Columbians, and taking a bus tour of the Winnipeg General Strike (1919) narrated by a University of Manitoba history professor and ending with a lunch at the Ukrainian Labour Temple.

All the convention proceedings and activities aside, the most important part of the experience was the opportunity to feel part of a larger labour movement. It was an exhilarating week being reminded how important the working people of this country are, and how it is the working people that keep Canada going.

**POLLY DIETHER**  
Treasurer

CANADIAN UNIVERSITY EMPLOYEES  
CUPE LOCAL 2950  
Interim Statement of Strike Fund Balance  
9 Months Ended 30 September 1991  
(Unaudited - See Notice to Reader)

Balance, Beginning of Year	189,971.72
Members Assessments	0.00
Donations	0.00
Interest Earned	2,751.59
Investment Earnings	0.00
Disbursements	0.00
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Balance as of 30 September 1991	192,723.31
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CANADIAN UNIVERSITY EMPLOYEES  
 CUPE LOCAL 2950  
 Interim Statement of Income  
 9 Months Ended 30 September 1991  
 (Unaudited - See Notice to Reader)

	Curr. Month This Year	Actual Yr.- to-Date	Budget Yr.- to-Date	Over/(Under Budget
<b>REVENUE</b>				
Dues & Initiation Fees	44,425.55	384,152.04	369,900.00	14,252.04
Interest Income	871.45	9,265.93	11,550.00	(2,284.07)
Donations and Other	0.00	0.00	50,700.00	(50,700.00)
C.U.P.E. Grant	0.00	0.00	0.00	0.00
Expense Recovery	0.00	0.00	0.00	0.00
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	45,297.00	393,417.97	432,150.00	(38,732.03)
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<b>EXPENDITURES</b>				
Arbitration Expense	0.00	5,272.51	54,000.00	(48,727.49)
Contribution to Strike Fund	0.00	0.00	0.00	0.00
Course Fees and Conferences	54.62	9,482.35	16,500.00	(7,017.65)
Depreciation	206.00	1,854.00	1,800.00	54.00
Donations	5,000.00	5,750.00	900.00	4,850.00
Subscriptions	41.73	1,180.67	1,575.00	(394.33)
Equipment Lease	297.06	2,856.79	2,700.00	156.79
Executive & Committee Expenses	97.11	979.21	1,350.00	(370.79)
Exec & Comm Booking Off	875.96	17,154.65	16,200.00	954.65
Insurance	69.25	603.57	675.00	(71.43)
Interest & Bank Charges	6.00	103.85	90.00	13.85
Accounting Fees	401.25	4,503.93	3,600.00	903.93
Medical Benefits--Members	(94.38)	11,643.66	13,000.00	(1,356.34)
Newsletter	3,509.60	8,602.56	7,650.00	952.56
Office Supplies	471.28	1,939.61	3,600.00	(1,660.39)
Per Capita Tax -- C.U.P.E.	19,111.01	170,411.02	171,710.00	(1,298.98)
Postage/Courier/Fax	27.66	343.79	450.00	(106.21)
Printing	0.00	414.21	1,800.00	(1,385.79)
Legal/Professional/Consulting	0.00	0.00	900.00	(900.00)
Rent & Taxes	1,146.10	10,187.05	10,650.00	(462.95)
Repairs & Maintenance-General	85.60	940.80	1,125.00	(184.20)
Repairs & Maintenance - Equip	225.08	2,101.53	1,530.00	571.53
Salaries - Union Office Staff	9,577.85	83,277.15	84,500.00	(1,222.85)
Benefits - Union Office Staff	1,273.44	10,549.60	18,600.00	(8,050.40)
Taxi & Parking Expenses	203.24	1,976.06	1,350.00	626.06
Telephone	285.91	2,123.80	3,150.00	(1,026.20)
Utilities	0.00	653.16	720.00	(66.84)
	-----	-----	-----	-----
	42,871.37	354,905.53	420,125.00	(65,219.47)
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EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES FOR THE PERIOD	2,425.63	38,512.44	12,025.00	26,487.44
	=====	=====	=====	=====



Canadian  
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2166 Western Parkway, U.B.C., Vancouver, B.C. V6T 1V6

CUPE LOCAL 2950  
 224-2308

October 28, 1991

An open letter...

Ruth Patrick  
 University Librarian  
 Main Library  
 University of British Columbia  
 Campus Mail

Dear Ms. Patrick,

Re: Library Strategic Plan

Thank you for sending us a copy of the plan. As we have been following this process of reorganization very closely we now welcome this opportunity to provide you with our considered response.

We are gratified to note that you are intent upon improving the work environment of our members, providing job related training and career development opportunities as well as competitive salaries and benefits. However, we have some concerns about the implementation of these goals as well as some other aspects of the plan.

You have also expressed a desire to "involve Unions . . . at an early stage in planning significant changes". We have questions regarding what qualifies as "significant" change and what stage in the planning process is considered to be "early". Since the Union has already presented you with a proposal for participation (Joint Union/Management Library Staff Training Committee - our letter of April 29, 1991), which you have refused, at what level are you seeking our participation? While you have solicited involvement of individual members of our local you have yet to invite the official participation of the Union in this process of decision making. It is the Union which serves as the advocate for library support staff and since it has never been involved at any stage many members feel that the planning process has been essentially closed. There is the illusion of wanting to share power and control, but your actions speak otherwise.

In a recent poll taken at the Library Processing Centre in which we asked how people felt about the strategic planning process, of 54 members polled; 6 liked it, 19 disliked it, 25 were undecided and there were 4 abstentions. This indicates a general feeling of ambivalence. The decision making process has not been accessible to us. While you are saying we can have tactical input members feel that even this level of decision making is not open to them. On the one hand you are offering staff and skill development training while on the other PC computers have been introduced at many worksites within the library system without any training having been provided. This sort of experience leads our members to question the credibility of such statements.

Your statement of intent to "review standard job descriptions and classifications . . . and recommend changes" is a source of no little concern to us. Is it your intent to negotiate with the Union on these matters? We want to point out to you there is already a negotiated process in place. We recommend the aforementioned statement (p.13) be amended to read "Review standard job descriptions and job classifications and, where appropriate, recommend changes in negotiation with the appropriate union or staff association". We are apprehensive about potential breaches of the collective agreement regarding "job exchange, secondment, and job sharing".

You have also anticipated creating a fund for "temporary transition staff positions". Would you please elaborate on this.

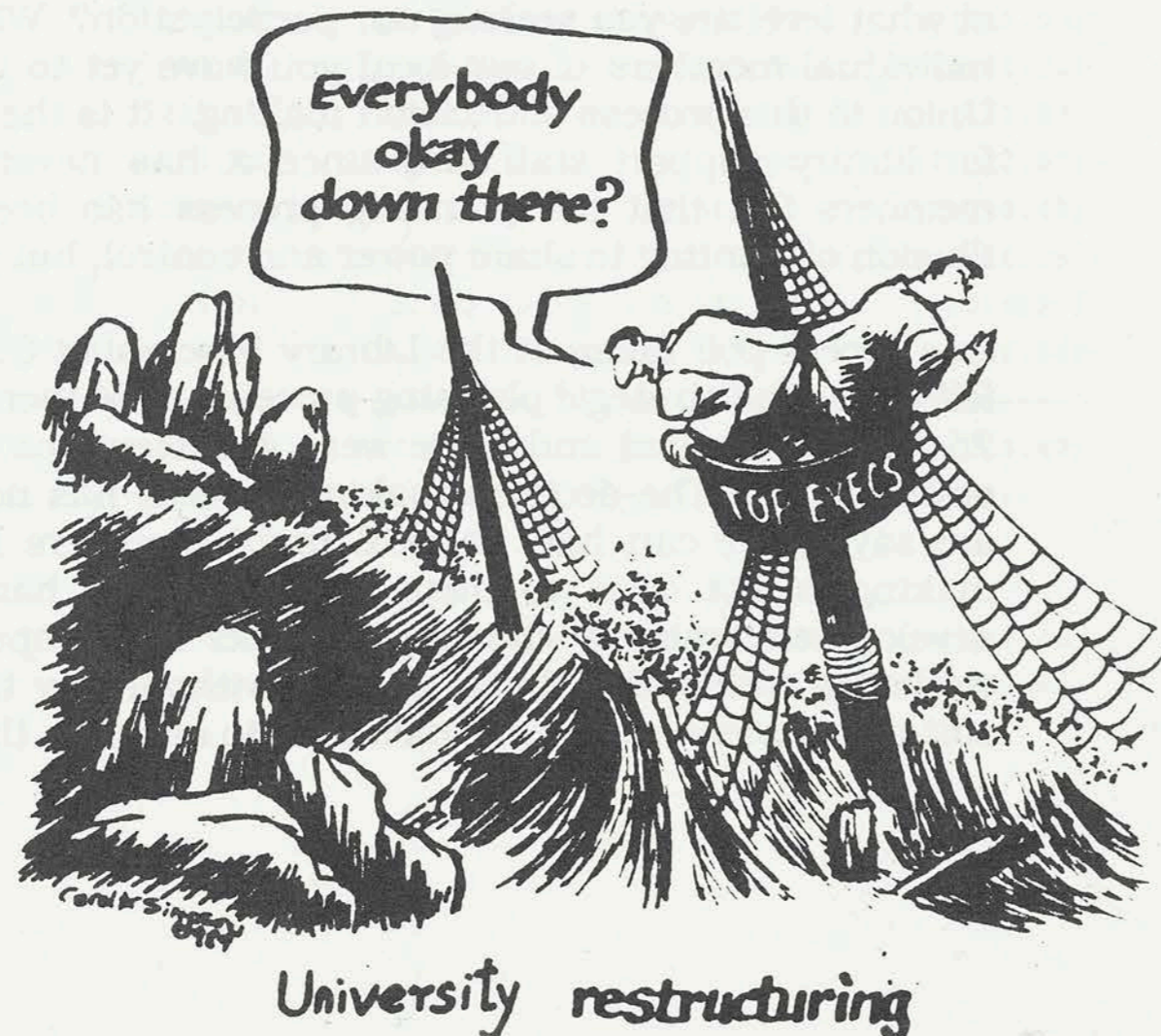
The implications of technological change as a result of the strategic planning process are a profound source of unease. While we acknowledge the inevitability of technological change, we want to minimize any adverse affects resulting from its implementation. This matter, in particular, is one we would like to discuss with you in detail.

Though we have pointed out various areas of contention this list is by no means exhaustive.

Sincerely,

*Ann Hutchison*

ANN HUTCHISON  
on behalf of CUPE 2950 Executive &  
CUPE 2950 Library Committee



## LITERARY CORNER

### Merge

We've come a long way  
you and I, my love,  
facing the morning sky,  
the sun above, and a new day.

But we've got a long way to go,  
we've got a potent foe.

We've fought thunder and dragon,  
wizards and witches,  
stars and suns  
and all the common leeches.

But we've got a long way to go,  
we've got a mean foe.

I got rid of my shackles,  
you got rid of your tears,  
I got rid of my yoke,  
you got rid of your fears.

But we've got a long way to go,  
we've got a treacherous foe.

We've bled for buddist and papist,  
for country, king and kin,  
but the savage cave rapist  
still wears the same skin.

A stab into your breast  
is a wound on my chest.

We got rid of gods,  
we got rid of kings,  
but not the petty angels  
flying on high wings.

The arrogant aristocrat  
bred a complexed bureaucrat.

Gone is the dungeon,  
gone the galley,  
gone are the gallows,  
gone the guillotine.

But the conniving contriver  
is still a respectable thriver.

We've got emancipation,  
we've got some sway,  
but no jobs for the whole nation  
and an equal take-home pay.

Corruption, speculation  
and inflation kill the nation.

We've got the technology,  
we've got the V.D.T.  
but no great advantages  
for you and for me.

Our camp needs rejuvenation,  
for you, for me and the nation.

You work, I work,  
the children do the chores,  
but we can't save a cent,  
taxes've replaced the tithe at 25%.

We've got a long way to go,  
we've got a sly foe.

For ten thousand years  
we've bled sweat and tears,  
to build a civilization,  
to build a nation.

Now the self-preserving blitz  
wants to drag everything into the abyss.

We've singled out the enemy,  
we've identified the foe,  
the pent-up tyrant  
has got to go.

Neither I, alone, nor you  
can make this come true.

Operation solidarity,  
solidarity coalition,  
our way to posterity  
and the enemy's perdition.

All for one, one for all,  
the mean fortress has got to fall.

So merge with me tonight  
once more, my love,  
to continue our fight,  
to make the sky go red  
for the living and the dead,  
for the sun above  
and our children's children.

Del Revmond

Submitted by a member of  
Local 2950.

## NOVEMBER, 1991 LIST OF STEWARDS

BioChemistry	Sharon Krowchuk	822-5925	E
Commerce	Shirley Irvine Vic Wilson	224-8273 224-8498	E E
Computing Services	Gary Sawchuk	822-6141	E
Computer Science	Joyce Wong	822-6611	N
Development Office	Heather Manley	222-8900	N
Faculty Club	Karen Hale	822-2708	E
Financial Services	Stephen Montgomery Chuck Erickson	822-3020 822-4199	E E
Soil Science	Elizabeth Ellis	822-2783	E
Library (LPC)	Ann Hutchison	822-5478	E
(LPC)	Avron Hoffman	822-5478	E
(LPC)	Beth Stack		
(Social Work)	Phil Vacheresse	822-2242	E
(Main)	Polly Diether	822-2521	N
(MacMillan)	Jennifer Martin	822-6333	N
(Sedgewick)	Gail Runnels	822-6546	E
	Heather Douglas	822-3097	N
(Woodward)	Alannah Anderson	822-2882/3	E
	Lynn Jenkinson	822-2882/3	E
	Stephanie Shepard	822-2882/3	E
Fac. of Science (Dean's Office)	Pat Fornelli	822-3336	N
LTO Pool	Rita Harder	822-8107	E
Theatre (Sessional)	Jay Henrickson	822-2769	N
St. Paul's	Catherine Martell	682-2344 local 2374 Fax: 631-5013	E
VGH	Lois Moen	875-4834 Fax: 875-4847	E

## CONTACT PEOPLE

BOHNET, Donna	Geography	822-2148
DE LA GIRODAY, Rochelle	Cont. Education	222-5273
ELKO, Jean	Registrar's Office	822-4390
JOHNSON, Kay	VGH-Psychiatry	875-4515
KAM, Edmund	Catalogue Records	822-3241
LOVE, Nan	Geophysics & Astronomy	822-3586
MCCONACHY, Liam	LPC Mail Room	822-4277
TOSTOWARYK, Marion	Student Housing & Conf.	822-4411

## GENERAL MEMBERSHIP MEETING

24th October, 1991

## MINUTES

The meeting was called to order at 12:45 p.m.

1. ROLL CALL OF OFFICERS
- |                    |                        |
|--------------------|------------------------|
| Greg Fisher        | President              |
| Shirley Irvine     | 1st Vice President     |
| Ann Hutchison      | 2nd Vice President     |
| Polly Diether      | Treasurer              |
| Stephen Montgomery | Chair, H & S Committee |
| Jennifer Martin    | Recording Secretary    |
| Sharon Krowchuk    | Sergeant-at-Arms       |
| Lynn Jenkinson     | Sergeant-at-Arms       |

The meeting was called to order at approximately 12:45 p.m.

2. ADOPTION OF AGENDA  
MOVED:Zagar/SECONDED:Jenkinson  
That the agenda be adopted.  
**CARRIED**
3. ADOPTION OF MINUTES of September 26, 1991.  
MOVED:Shepard/SECONDED:Runnels  
That the minutes of Sept. 26, 1991 be adopted.  
**CARRIED**
4. BUSINESS ARISING  
Marilyn MacPherson - Trustee (3 year term ending Dec. 31, 1993) was acclaimed. She took the oath of office  
**Nominations remain open for Chair of Newsletter Committee & Chair of the Education Committee.**
5. UNFINISHED BUSINESS  
None
6. PRESIDENT'S REPORT  
It was hard to be out of the province during the election. However, it was good to come back to a province of hope rather than a province of fear
7. OFFICE STAFF REPORTS
- Business Agent's Report**  
Two arbitrations are pending. The first involves Tuition Waivers; computer courses and all other courses at the University should be covered by the tuition fee waivers. Article 20 of the Collective Agreement speaks of courses for career development. This is different from the tuition waiver arbitration. Another arbitration on its way is flex time. It is a right in our collective agreement to have the 9 day fortnight.
- Union Organizer**  
Bogged down in grievances.
8. TREASURER'S REPORT  
Polly reported on the National Convention in Winnipeg. The highlights were the speakers and forums. Judy Darcy is the new President. Resolutions concerned lobbying the government on gun controls, making Dec. 6th a national day of remembrance and focus on violence against women, and property rights.

## 9. COMMITTEE REPORTS

**Chief Shop Steward**  
None

**Contract Committee**

We resume renegotiations the week of Nov. 18th. CUPE 116 are taking their ratification vote on Nov. 7. Their benefit coverage will be similar to ours although the members will pay 100% of the medical premium while the dental premium will be 100% employer paid. So it results in a total overall loss. A letter is circulating among departments which Greg read to the meeting. Contrary to a statement in the letter medical and dental benefits are not on the table for our members. CUPE Regional Director, Ray Arseneault has recommended that this settlement is not a good one and that CUPE 116 could end up losing a lot of money as they have in the past. However Union locals have their autonomy. Susan Zager was concerned about the pension plan. Members of our local met with CUPE 116 and AAPS to look at pension proposals. George McLaughlin, President of CUPE 116 is

one of four elected members of the Pension Plan Committee. We need members to help Paul investigate pension plan matters. Joe informed us that these elected members are only members of an advisory committee not really trustees. They can only recommend to the President's Pension Committee of the Board of Governors

**Newsletter Committee**

No Chair

**Education Committee**

No Chair but Greg reported there are a number of responses to the November CLC Conferences.

**Health & Safety Committee**

RSI - Ergonomics Conference is on Nov. 2 and the CUPE H &amp; S Committee's next meeting is Wed. Oct. 31.

## 10. NEW BUSINESS

## i. Nominations for 1991 Executive

**President** - Avron Hoffman nominated Ann Hutchison  
**2nd Vice President** - None  
**1st Vice President** - Shirley Irvine nominated Sharon Krowchuk  
**Treasurer** - Ann Hutchison nominated Polly Diether

**Chief Shop Steward** - Nan Love nominated Vic Wilson**Chair, Education Committee** - None**Chair, H & S Committee** - Polly Diether nominated Stephanie Shepard.**Chair, Newsletter Committee** - Ann Chatwin nominated Suzan Zagar, Roseanne Rumley nominated Sandy Lundy**Recording Secretary** - Lynn Jenkinson nominated Stephen Montgomery**Sergeant-at-Arms** - Stephanie Shepard nominated Lynn Jenkinson

## ii. Bylaws

These bylaws are based on a draft by Rhonda Spence and previous AUCE drafts. This is very involved, we need a process to institute the bylaws. We want to stay on track. Any proposed amendments should be to the meaning and intent of the bylaws.

MOVED:Lundy/SECONDED:Pummley  
That debate and voting on Sections 5(p.3), 7(p.4-5) and 17(p. 14) be postponed to the next meeting.  
**DEFEATED**

MOVED:Zagar/SECONDED:Martin  
That the matter of the need for a section which spells out the terms of members especially regarding the Rand Formula Employees be referred back to the committee.  
**CARRIED**

MOVED:Shepard/SECONDED:Niblock  
That the quorum for a regular membership meeting be 25 members and the quorum for a special membership meeting be 50.

There was much discussion about quorum for regular and special membership meetings and about the number of petitioners necessary to call a special membership meeting and about the definition of a special meeting. Ann Hutchison referred to Section 4(b) - special meeting would be any meeting not mentioned there.

MOVED:Lundy/SECONDED:Rumley  
That the quorum for a special meeting be 10% of the membership.

As we were almost out of time, Greg proposed that we pick up at Sandy Lundy's amendment to the amendment at the next membership meeting and that we now vote on the first 3 sections of the draft bylaws.

MOVED:Zagar/SECONDED:Love  
That we approve of the introduction and Sec. 1-3 of the proposed bylaws.  
**CARRIED**



# GENERAL MEMBERSHIP MEETING

21st NOVEMBER, 1991 @ I.R.C. ROOM 1

12:30 - 2:30 P.M.

## AGENDA

1. **ROLL CALL OF OFFICERS**
2. **ADOPTION OF AGENDA**
3. **ADOPTION OF MINUTES OF Oct. 24th, 1991**
4. **BUSINESS ARISING FROM THE MINUTES**
  1. Election of *all* Officers
5. **UNFINISHED BUSINESS**
  1. Bylaws Draft
6. **PRESIDENT'S REPORT**
7. **OFFICE STAFF REPORTS**
  - i. Business Agent
  - ii. Union Organizer
8. **TREASURER'S REPORT**
9. **COMMITTEE REPORTS**
  - i. Chief Shop Steward
  - ii. Contract
  - iii. Education
  - iv. Grievance
  - v. Health & Safety
  - vi. Newsletter
10. **NEW BUSINESS**

**N.B. BRING YOUR DRAFT BYLAWS TO THIS MEETING**