



Canadian
University
Employees



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

224-2308

ON CUE



8891 YRAURBEF

CUE REPRESENTATIVES

EXECUTIVE COMMITTEE

875-4500	President	Adrien Kiernan	Dean of Med. VGH
228-3146	2nd. Vice Pres.	Pamela Lundrigan	Geol. Science
228-2074	Treasurer	Diana Ellis	Computing Centre
224-2308	Record. Secretary	Eileen Robertson	Temp. Services
228-2713	Hlth. & Safety Rep	Estelle Lebitschnig	Geol. Sciences
228-2761	Chr. Commun. Com.	Elizabeth Zook	Cbnt. Med. Educ.
228-5380	Chief Steward	Susan Berry	Botany
228-3208	Trustee	Colin Banyard	Main Library Circ.

GRIEVANCE COMMITTEE

228-5380	Susan Berry	Acting Chair	Botany
228-3266	Sarah Zeckhout		Chemistry
224-8333	Shirley Irvine		Commerce
228-2570	Suzan Zagar		Woodward Library
228-3208	Colin Banyard		Main Library Circ.

COMMUNICATIONS COMMITTEE

228-2761	Elizabeth Zook	Chair	Cont. Med. Educ.
228-5478	Ann Hutchison		LPC
228-5478	Avron Hoffman		LPC

CONTRACT COMMITTEE

228-3146	Pamela Lundrigan	Chair	Geol. Sciences
228-3208	Colin Banyard		Main Library Circ.
228-2752	Joanne Crocker		Chemistry
228-2074	Diana Ellis		Computing Centre
875-4500	Adrien Kiernan		Dean of Medicine VGH
228-3292	Lee Miltimore		Philosophy Dept.
228-2515	Flo Gibbons		Religious Studies

EDUCATION COMMITTEE

228-2074	Diana Ellis	Chair	Computing Centre
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HEALTH & SAFETY COMMITTEE

228-2713	Estelle Lebitschnig	Chair	Geol. Sciences
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GENERIC CALENDAR

	MON	TUES	WED	THU	FRI	SAT	SUN
FIRST		EXECUTIVE MEETING 5:00 - 7:00					
SECOND	CONTRACT COMMITTEE 5:00 - 7:00			GRIEVANCE COMMITTEE 5:00 - 7:00 LABOUR COM'Y 3:30 - 4:30			
THIRD		EXECUTIVE MEETING 5:00 - 7:00					
FOURTH	CONTRACT COMMITTEE 5:00 - 7:00		GRIEVANCE COMMITTEE 5:00 - 7:00	COMMUNICATION COMMITTEE 4:30 - 7:00			

THIS CALENDAR DEPICTS REGULARLY SCHEDULED MEETINGS - NOT EXTRA MEETINGS WHICH MAY BE ADDED.
 * OTHER MEETINGS WITH REGULAR MEETINGS NOTED HERE.

NO to FREE TRADE

Canada at the crossroads

The debate is on all across Canada on the proposed Free Trade deal cooked up in back rooms and board rooms in Canada and the USA by Mr. Mulroney's neo-Conservatives and their corporate patrons. The Mulroney government and the biggest corporations in Canada are in collusion with U.S. transnational corporations completely disregarding the interests of Canada. They are bargaining for a deal at the expense of the Canadian people.

The dangers are real:

- ☐ Free Trade will not create jobs. It will cost hundreds of thousands of jobs and close down whole industries!
- ☐ Free Trade will amount to a giveaway of Canada's energy resources — fundamental to the development of our country!
- ☐ Free Trade will not give any guaranteed access of Canada's products to the U.S. market!
- ☐ Free Trade will not prevent U.S. protectionism — the reason given for entering negotiations and which Mulroney said was his bottom line!
- ☐ Free Trade will undermine the Auto Pact, Canadian culture and social programs!
- ☐ Free Trade will hijack our independence and sovereignty for all time!
- ☐ Free Trade will take away the right of Canadians to make their own decisions!

Free Trade must be stopped! Free Trade can be stopped!

Coalitions have been formed uniting trade unions, farmers', women's and other movements. Some provincial Premiers, the federal Liberal Party and the NDP are in opposition to Free Trade as are some small and medium business and even some large Canadian monopolies. The polls indicate that more than half of Canada is opposed. The trade union movement is at the centre of this fight.

The Communist Party joins with these wide circles of Canadians who have declared their opposition to Free Trade.

A long hard battle ahead!

Will Canada retain control of its sovereignty and independence — our future? Control of our fabulous energy and natural resources; our jobs, social programs and culture? Will all those Canadians prevail who cherish a Canada dedicated to peace, to economic growth, full employment, security and decent standards for its people!

Or will Mulroney, without any mandate from the people, be allowed to integrate Canada into a war-oriented, crisis-ridden United States, to end up, no longer "glorious and free" but reduced to an extra star on the U.S. flag? The Mulroney government and its corporate masters have launched a massively funded public relations campaign to sell their sell-out.

The NDP has declared it would abrogate the agreement if elected as the government. The Liberals must be compelled to make the same statement. Public opinion can force the provincial premiers to oppose the deal as some have already done.

The main thing that can stop Free Trade is the united resistance of Canada's working people with the trade union

movement playing a leading role.

The opposition to Free Trade must become an absolute majority outside of parliament making it impossible for the Tory majority to ram the agreement through the Commons.

Such a majority can win through. An early federal election which is being demanded by growing numbers of Canadians would assert that Canada wants nothing whatsoever to do with Free Trade.

If not Free Trade, what?

Mr. Mulroney says that we either opt for Free Trade or accept the status quo! This is dishonest! He ignores the option of an entirely new direction for Canada — the

all-round development of Canada. Protect existing Canadian industry.

Protect Canada's natural resources! Ensure that Canada retains control in perpetuity of all its energy, water, forests and raw material resources by placing them in the public domain to be used for Canada's economic development not as reserves for the USA.

Overcome regional disparity! Create balanced all-Canadian economic development with an expansion of manufacturing based on local natural resources. The Meech Lake Accord will undermine the ability of the federal government to enact new comprehensive economic policies to ensure expansion of economic, social programs and jobs.



path of independent Canadian economic development — the only real alternative to Free Trade and absorption into the U.S.

The Communist Party considers it essential to link up the struggle to stop Free Trade with clear alternative policies to the status quo. A clear alternative will give Canadians a vision to fight for to help prevail over the nightmare we have to fight against. We advance the following ideas for a new direction.

A new direction for Canada

Diversify our trading relations! Break out of our lop-sided trade with the USA. Develop an aggressive program of multi-lateral trade, as in GATT (General Agreement on Trade and Tariffs), based on reciprocity, mutual benefit and long term credits, trade with the developing countries and the socialist countries, acknowledged as stable and dependable trading partners. Only through peaceful coexistence are there possibilities of expanding trade with all countries.

Enlarge the Canadian market! Increase purchasing power by putting Canada back to work with a shorter work week at the same pay and earlier voluntary retirement on better pensions; restore social programs; end poverty; build desperately needed homes; save the small family farmer.

Strengthen Canadian independence! Place the operations of the U.S. transnationals in Canada under public ownership and democratic control. Use the vast profits of these corporations for the

Expand our social programs! Build housing, expand medicare, pensions, education and child care. We do not need the dog-eat-dog U.S. approach that tyrannizes the poor and needy; the working and middle classes in the USA.

Adopt a new made-in-Canada foreign policy! Make Canada a force for peace; stop the militarization of the Arctic, Stop U.S. Cruise testing and the integration of Canada into Star Wars. Withdraw from NORAD and NATO.

Canadianize our cultural life! Foster an independent and democratic Canadian culture. Expand the CBC and the National Film Board; increase financial assistance to the arts and publishing.

It's time to stand up for Canada

We join with all those in Canada who oppose Free Trade; who are demanding the calling of an early election on the question; all those who hold our independence and sovereignty precious; all those who say there must be a new direction for Canada. We will do all in our power to stop the sell-out of Canada.

Free Trade: A disaster for B.C.

Premier Bill Vander Zalm's support of the free trade deal with the U.S. sells British Columbia down the river.

The continental energy pact is a major betrayal of B.C. Under the deal Canada gives up control and sovereignty over our most vital resource: energy. The pact says the U.S. will share that resource equally even if we have a shortage, and at the same price paid by Canadians.

Instead of our energy resources being used to develop B.C. industry and provide jobs, it will be exported to the U.S. to serve U.S. interests. It will be the Columbia River sellout many times over. There has never been a bigger giveaway of the province's resources in history.

The removal of all tariffs ensures that B.C. will remain a raw material producing region.

The door will be effectively closed to manufacturing and processing industries on any meaningful scale. B.C. manufacturing would not be able to compete with the giant U.S. companies without protection. U.S. investors will not set up plants in B.C. in competition with their factories in the U.S. The pact will reduce British Columbians permanently to hewers of wood, drawers of water and diggers of ore for U.S. industry.

That is not the future we want for our children.

British Columbians were led to believe that the dispute-settlement mechanism in the free trade pact would protect the forest industry and woodworkers jobs against future countervailing duties such as were imposed on lumber, shingles and shakes. That is absolutely false. There is no protection whatsoever in the deal for B.C.'s forest industry. There will be nothing to stop U.S. government agencies from imposing additional duties on B.C. forest products. B.C. is just as vulnerable as before with its policy of overdependence on the U.S. market.

What's more, U.S. capital will now be able to invest in Canada without any restrictions and very little screening.

Takeovers by U.S. corporations will become the order of the day. Most U.S. investment has not created new jobs. They have been mainly takeovers, such as the West Kootenay Power and Light. In most cases the new U.S. owners introduced new technology and laid off many workers. U.S. investment will not ensure an expanded economy and jobs which B.C. sorely needs with unemployment now running at 12.5 percent.

Under the Socred's privatization

program U.S. monopolies will be able to take over Crown corporations and other important public services as well as resource companies. The privatization program throws B.C. wide open to U.S. domination of B.C. resources. U.S. takeovers in the forest industry could lead to massive export of logs to the U.S. and devastation of our already depleted forest resource. We will cease to be masters in our own house.

The new trade deal will also deliver a major blow to B.C. agriculture and food processing industries.

The phasing out of tariffs over the next five to ten years would close down most of B.C.'s agricultural industry, which would not be able to compete with the heavily subsidized U.S. products and their more favorable growing conditions. It could drastically curtail the present market for B.C. fish products.

B.C.'s legislature opens November 24. The free trade deal will most certainly be hotly debated. You must have a voice in that debate. Demand of your MLA and the provincial government that the free trade deal with the U.S. be rejected. Have your organization take a stand.

Let Victoria know that B.C. is not for sale. B.C. must say NO to the Free Trade Pact.



NOTICE OF MEETING

ALL CUE
AREA SAFETY COMMITTEE REPS

(Or interested members)

DATE: February 18, 1988

TIME: 12:00 - 1:30

PLACE: Main Library

Please attend this very important meeting, you will meet other CUE representatives who find they have common obstacles when it comes to the health and safety of our members.

Meet the Chairman of the University Health and Safety Committee who welcomes open discussion on any topic.

Topics to be discussed: VDT language
Better communications
Hot/Cold Buildings - How do we deal with this!
Stress: Are you stressed out!

I am counting on you being at this very important meeting, the first of it's kind, please make it worth yours and my time.

letters to the editor



THE UNIVERSITY OF BRITISH COLUMBIA INTERDEPARTMENTAL MEMORANDUM

TO On Cue FROM DEC 22 1987
CUE office.
DATE _____ PHONE _____

Excuse me if I'm missing the point but I and several co-workers found the cover picture of the December edition of On Cue more than a little offensive. Could you please enlighten us as to its significance to the Christmas season (or any other season for that matter). Someone over there seems to have a great deal of hostility toward something! True as it may seem wouldn't a Christmas Tree have been a more appropriate way to wish your members a merry Christmas! I look forward to an explanation in the next issue as I am very puzzled.

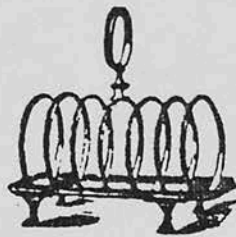
DATE: <u>22 Dec 87</u>	DISTRIBUTE TO
COMMUNICATIONS	<input checked="" type="checkbox"/>
CONTRACT	<input type="checkbox"/>
EXECUTIVE	<input checked="" type="checkbox"/>
GRIEVANCE	<input type="checkbox"/>

Thank-you!
+ Merry Christmas

There's really nothing to explain. The cover is an expression of our sense of humor and not necessarily an indictment of any profound idea. We never expected to appeal to everyone, and your letter is living proof of that. Thanks.

-- Communications Committee --

● letters



Dear Sir/Ms:

I am not sure who to communicate with regarding the following, but hope that you will pass this letter on to the person concerned.

I don't have a complaint, (well I do of sorts), but rather a suggestion. Here on Campus there is a Faculty Club for the Faculty to enjoy lunch in peace. There are numerous eating places for students, but there is no specific place for staff such as myself. Secretaries, clerks etc. Don't you think under the circumstances that it would be appropriate to have a Staff Club or Restaurant. The reason I bring this up is simple really. Every day for the last two and a half years I have, during school term, struggled in line ups, struggled to find a place to sit, had to contend with students who think they have priority over everyone else, I am sure you understand that I am not being facetious only very realistic.

There are approximately 5,000 staff employees on campus and we have no place to go which we can ideally say, "this is for staff only". A place like The Barn, or The Ponderosa would be ideal, just somewhere that staff alone are allowed. A place where friends can meet quietly and have a relaxing lunch, rather than the pushing and shoving and trying to find a place to sit. If it means paying a small fee on a monthly basis I am sure a lot of people would be happy for the peace and quiet of being able to spend a relaxing lunch before going back to work.

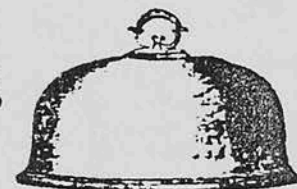
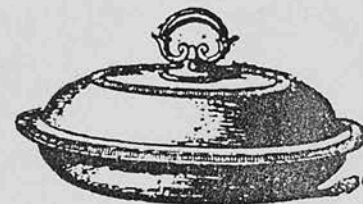
Don't you think also, this would boost the moral of staff. Condemned at times for being "only a secretary" or just "the receptionist" etc. The students have so many eating places surely they can spare just one for us lowly staff!

Please acknowledge with your comments and thoughts about this idea, I would appreciate it. Thanks for your ear!

Yours sincerely,

Ann C. Vance

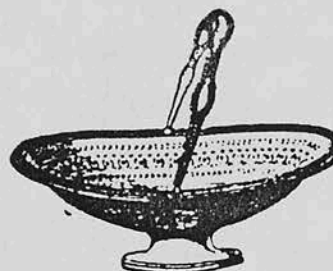
Ann C. Vance
"Just the Secretary
to the Head of Psychiatry"



TO THE CUE MEMBERSHIP:

How do you feel about this? Should we have a staff only restaurant? Let us know. Drop us a line or call the office. I have had to wait for up to 45 minutes to have lunch (I only get an hour!) I think a place where the staff could have lunch/coffee would be a great idea!! Give us your opinion!!

Diana Ellis



What is privatization?

Everybody's doing it ... France, Italy, Germany and the United Kingdom. They've all jumped on the privatization bandwagon to sell off crown corporations and other government services.

Most recently, the privatization fever has spread across the Atlantic, as the Federal government and the B.C. Socteds face-off to see who can flog the family silver fastest.

As with most things that our elected representatives do, there are two schools of thought with regard to the advantages or disadvantages of the program.

Advocates of privatization see it as a way to remove the government from the operation of businesses, so that profits go to people in business. They feel governments have no right to compete in the business world and that governments should devote all their energy to running the country.

Critics of the plan however, view privatization as an immediate, one shot chance at reducing the present government's own deficit. This move sometimes results in the economy getting a misleading momentary boost. After taxpayers' money has gone towards building up the assets and the successes of the government enterprises, the government decides to sell them off without the consent of the real owners. Critics also warn about increased taxes or the end of government services, like health care, workers' compensation, unemployment insurance and welfare if privatization is brought in. Those services were never intended to make a profit and are financed, in part, out of the returns from profitable crown corporations.

A simple definition of privatization is the selling of the government's control in businesses and programs to the private sector.

European governments have had

the privatization bug for quite some time, although the most talked about form of privatization is the "Thatcherization" of the United Kingdom. Canada is taking its cues and lessons from Great Britain and following in the footsteps of the British Tory plan.

According to Dr. Madsen Pirie, president of the far right British think-tank and architect of the British Privatization scheme, the sale of government businesses is usually carried out in any one of six ways or combinations thereof.

- 1) Break the public company into component parts and sell only the profitable parts.
- 2) Sell off 51 per cent of the company and wait until that portion becomes profitable and then dump the 49 per cent of the government's interest.
- 3) Sell the government enterprise to the employees.
- 4) Give the company away so the government can cut off funding for it.
- 5) Repeal the government monopoly and force the crown corporations to compete with private enterprise.
- 6) Contract out the various support services presently done by government workers.

For Canada and B.C. however, the following three methods will most likely be considered and incorporate many of the features mentioned above.

They are:

DIRECT SALE

A direct sale to an outside party is just as the term suggests: where a company or service is sold to an individual or another corporation. The sale of de Havilland Aircraft Co. to Boeing and Canadair to Bombardier are recent Canadian examples of the direct sale approach.

This method is often favored by governments when a decision is

made to unload a burdensome or costly enterprise. Rather than risk injecting any more capital into an ailing company, the government will sell the firm and assets at a tremendous loss and even retain the accumulated debts of the company if need be.

The direct sale approach also works well with profitable companies. In this case, governments end up settling for far less than what a company is worth in the long run, just to get out of the business.

The companies that snag profitable government enterprises during fits of privatization are the real winners. It is a guaranteed, sweet deal.

EMPLOYEE PURCHASE

Employee purchase occurs when the government offers employees the first crack at buying the company. Pacific Coach Lines, the company which runs the bus link between Vancouver and Vancouver Island, is an example of this type of privatization.

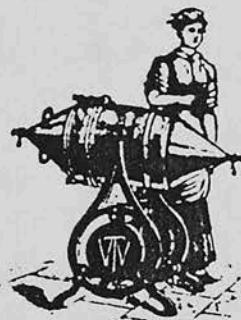
This method of sale usually works well and is based on the theory that employees will work harder for a firm in which they have a personal financial interest. This theory doesn't concede that steady work, job security and a paycheque from an employer also qualify as financial incentives.

Some marginally run companies have flourished when privatized under this scheme, although it is unclear whether the employees worked harder or simply ran the company better than did the government.

Other companies sold through employee purchase have folded or go on receiving steady injections of capital from the government. And in a privatized country, taxes, not revenue from crown corporations are used to keep the sinking companies afloat.

PUBLIC SHARES

Public-share offering is the third of the conventional ways in which governments divest themselves of business involvement. In this



What is privatization?

(CONTINUED)

instance, the government places shares on the open market so the public can become involved in buying a part of a crown corporation that they already collectively own.

Analysts and critics believe this method works best when the initial shares are placed on the market below their real price. For the public, this undervaluing of the shares results in an almost immediate rise in their value and keeps the purchaser pleased. The government is then able to distance itself from the sale and can then blame any subsequent fall in value as due to the very nature of the stock market.

This clever little marketing scheme gets those taxpayers with money to purchase something they already own. And for the rest of society, unable to purchase the new shares, the revenue from the company is gone once it is sold.

Bill Bennett's sale of the British Columbia Resources Investment Corporation is an example of the above type of sale gone terribly wrong.

Regardless of the way in which a government succeeds in ridding itself of business involvement, several things are inevitable. Once the businesses and services are gone, then so are the profits, the

revenues and the control.

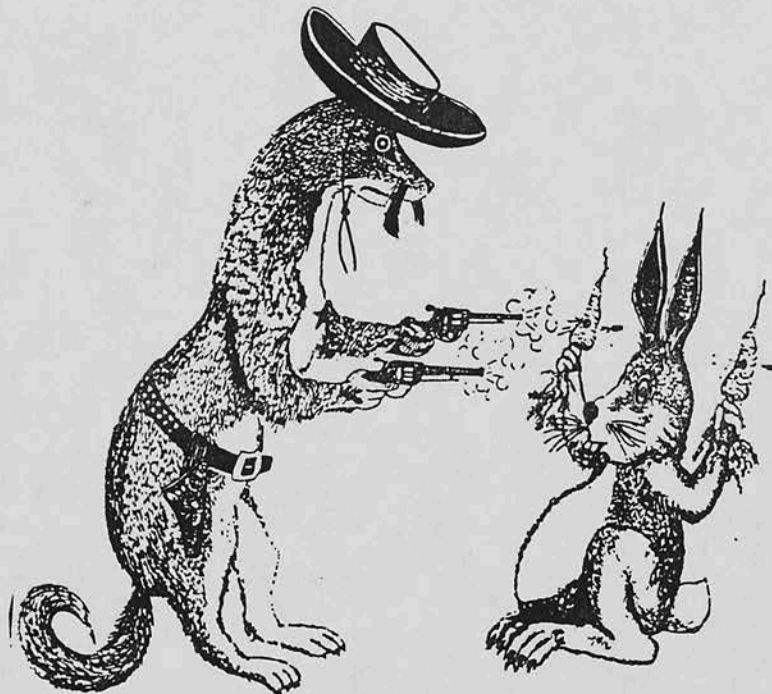
And with the loss of earnings from lucrative government enterprises, the burden of social programs is shifted solely to the backs of taxpayers.

Profits and revenues can, in theory, be recaptured under tax schemes, but seldom are and never to the degree when the companies are government owned.

Likewise, control remains an elusive goal. One of the strongest arguments for privatization is the belief that private industry can manage the companies better than government. And better in this sense necessarily includes a minimum of government interference and therefore, no controls.

But then the losses in profit, revenue and control appear to be the price politicians are willing to pay to free themselves from the burden of running both businesses and country.

Selling something that doesn't belong to you can net a jail term and a criminal record, yet the Socreds are planning to do just that. In a mad attempt to rid themselves of all business involvement and patronize private enterprise at the same time, the Socreds are selling British Columbia right out from underneath its real owners.



PERSONALS



Ten ways to kill a union

1. Don't come to the meetings.
2. But if you do come — come late.
3. If the weather doesn't suit you, don't come.
4. If you do attend a meeting — find fault with the work of the officers and other members.
5. Never accept an office — it's easier to criticize than to do things yourself.
6. Nevertheless, get sore if you are not appointed to a committee; but if you are appointed, don't attend the meetings.
7. If asked by the president to give your opinion on an important matter, say you have nothing to say — wait until after the meeting, then tell everyone how things should be done.
8. Do nothing more than is absolutely necessary; but when other members roll up their sleeves willingly and unselfishly, using their abilities to help matters along — howl that the union is being run by a clique.
9. If your local is struggling from a financial standpoint to maintain offices on your behalf, be sure to muster all the help you can — to vote against a raise in dues.
10. Don't bother about new members — let the other person do it.

VANCOUVER STATUS OF WOMEN needs VOLUNTEERS for the following positions

PERIODICAL UPKEEP

New magazines and newsletters come into the office each month. They need someone to display them on the magazine rack, file the older ones and copy the best articles for the resource centre. Time required would be approximately 8 hours per month and could be days or evenings - split as is convenient for you.

UPDATE PUBLICATIONS LIST

You will be adding new publications to the list, updating prices, typing the final list and mailing out lists to persons requesting them.

If you would like more information about these positions call the Vancouver Status of Women at 255-5511



Do You Just Belong?

Are you an active member, the kind that would be missed?
Or are you just contented, that your name is on the list?
Do you attend the meetings, and mingle with the flock?
Or do you stay at home to criticize and knock?
Do you ever go to visit a member who is sick?
Or leave the work to just a few — and talk about the clique?
Think this over, member — you know right from wrong.
Are you an active member, or do you just belong?

EDUCATION DEPARTMENT

INDUSTRIAL FIRST AID

Registrations are being accepted for the following courses leading to Workers' Compensation Board certification:

VANCOUVER ST. JOHN AMBULANCE
6111 Cambie Street

FULL DAYS - Five days per week, 8:30 a.m. to 4:00 p.m., two weeks.

4 January - 15 January
18 January - 29 January
1 February - 12 February

15 February - 26 February
29 February - 11 March

ADDITIONAL COURSES ARE PRESENTLY BEING ARRANGED. FOR FURTHER INFORMATION, PLEASE CALL



St. John Ambulance

Provincial Headquarters

6111 Cambie Street, Vancouver, B.C. V5Z 3B2 (604) 321-2651

Conference on Pay Equity - Friday March 11 and Saturday, March 12, 1988 - Robson Sq. Media Centre
800 Robson Street, Vancouver, B.C.

The B.C. Federation of Labour's Women's Rights Committee is sponsoring a Conference on Pay Equity to mark International Women's Day. The Conference begins with registration on Friday at 6:00 p.m. and ends on Saturday at 5:00 p.m.

A major portion of the Conference will be devoted to collective bargaining issues and strategies. Keynote speaker, Mary Cornish from Ontario, will give a broad overview of the pay equity question. The Conference will also feature trade union speakers from across Canada who will tell us about the impact of pay equity legislation in their provinces.

Please note the deadline for registration is March 11, 1988. Also enclosed is a Childcare Registration form. The deadline for childcare registration is February 26, 1988.

The registration fee is \$25.00



VANCOUVER STATUS OF WOMEN

ASSERTIVENESS TRAINING

Do you have difficulty making decisions?
Sometimes have trouble knowing what you want?

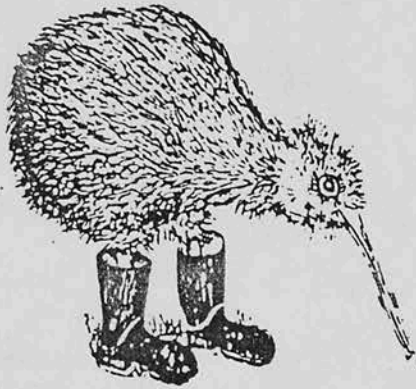
Assertiveness training can help you learn more about your needs, understand why it's so difficult to be assertive and give you support to stand up for yourself.

No Charge/Childcare money available

For Information and to register call 255-5511 (after 1 pm)

STRESS MANAGEMENT GROUPS

The Division of Family Practice Behavioral Medicine in the Department of Family Medicine sponsors Stress Management Groups twice yearly at the Mather Building, on Wednesday evenings. These classes are currently taught by Dr. Doreen Tetz who studied autogenic training, as a particular stress management strategy. The cost is \$100. for six 1 1/2 hour sessions and is offered in the spring and the fall. The groups are limited to 20 participants and referrals are usually made through your Doctor. If you would like more information on the Stress Management Groups, contact the Union Office.



BOYCOTTS BOYCOTTS

All CUE members are being asked for their support by the B.C. Federation of Labour in boycotting the following products and companies. In hope that boycotting will force the resolution of the longstanding disputes, the unions representing the workers have approached the Federation for our support. The boycotts will remain in effect until the disputes are settled.

- Shell Canada and Royal Dutch/Shell (Canadian Labor Congress): all goods and services.
- Electrolux (Canadian Labor Congress): all goods and services.
- *Consumer Reports* (Union Label & Service Trades Dept., AFL-CIO, and New York Newspaper Guild): all Consumer Union publications.
- Hyundai (Building Trades Council): all Hyundai products.
- Chilean goods (B.C. Federation of Labor): check labels on grapes, peaches, plums, raisins, nectarines, lobster, onions and wine.
- Lettuce (Canadian Labor Congress): Donny, Red, Coach, Big Fred, SAS, Big A, Bobby and Andrews.
- Louisiana Pacific Corporation/Forest Products (Carpenters/IWA): construction material, waferwood construction panels, Pabco Xonolite insulation, Weatherseal windows and doors.
- Victoria Plywood: any items identified by the "Vicply" logo.

- California Table Grapes (United Farmworkers of America).

In addition, Federation affiliates are requested not to purchase or handle the following brand names:

- South Africa: any products originating there.
- Sno Boy: fresh fruit and vegetables.
- Stand By: canned goods.
- Sunshine: packaged goods (Retail Wholesale Union, Local 580): institution use.
- H&R Transport Ltd.: handles scab products and crosses picket lines on a regular basis. H&R handled a large portion of the Gainers' scab products.

HOT EDICTS

- Calwood Industries (Carpenters Union, Local 1928): Surrey company manufactures millwork and interior fixtures mainly for large projects in the Lower Mainland.
- Hyundai-Kerkhoff (B.C. & Yukon Building Trades Council).
- Royal Canadian Legion Branches in the Fraser Valley (Hotel, Restaurant, Culinary and Bartenders' Union, Local 40): branches #4 in Chilliwack, #15 in Abbotsford and #265 in Aldergrove.
- Slade and Stewart Ltd. (Retail Wholesale Union, Local 580): located in Kamloops, Terrace and Vancouver.
- Okanagan H-R-I Supply Ltd. (Retail Wholesale Union, Local 580): all products and services.
- Purolator Courier (Retail Wholesale Union, Local 580): all B.C. operations.
- Stevenson Construction (B.C. & Yukon Building Trades Council): Pennyfarthing site.
- Entex Door Systems Ltd. (Carpenters' Shop, Local 1928): all products of this Port Coquitlam company.

A CUE Extraordinary Membership Meeting was held in the Old Auditorium on Wednesday, December 16, 1987 from 12:30 - 2:30 p.m.

I. CALL TO ORDER

Pamela Lundrigan called the meeting to order at 12:55 p.m.

II. AGENDA

The Agenda had been previously circulated. Pamela Lundrigan suggested tabling Item 2, the Initiation of New Officers, to the February meeting.

MOVED Saiko/Savory that Item 2, be tabled to the February General Meeting. CARRIED

MOVED Taggart/Pedersen adoption of the Agenda as amended. CARRIED

III. DEBATE AND VOTE ON TERMS OF THE PROPOSED NEW COLLECTIVE AGREEMENT FOR 1987/88 - 1988/89

Pamela Lundrigan thoroughly summarized the Offer of Settlement as previously circulated with the Agenda as follows:

(a) Contracting Out - Article 5.05 (Offer of Settlement)

"The University and the Union agree to continue with the same interpretation of the language of the collective agreement and practices with respect to contracting out as they have in the past for the duration of this agreement.

The University's Labour Committee and the Union's Grievance Committee will study the issues in both the printing and clerical fields, including the need for temporary assistance, during the term of this agreement."

There were no questions and there was no discussion.

(b) Tuition Waivers - Article 21.01

"The term "tuition waiver" will now be changed to "tuition fee benefit", with no change in the actual benefit received."

A member wanted to ensure that the change to the above article was simply a change of language. Pamela advised that this was the case.

(c) Temporary Promotion:

New language to determine when employees are eligible for temporary promotions, as follows:

"An employee who, on the request of the department head, agrees to temporarily perform the principal duties of a higher paying position, shall be paid at the first step of the new paygrade which provides an increase of at least fifty dollars (\$50.00).

Such temporary promotion shall be for a period of no longer than six (6) months duration with the exception of leave of absence, including maternity leave.

To accept or to refuse a temporary promotion shall be the employee's choice."

There was some discussion from the floor on the change of language in this clause from an employee performing "any of the duties" to an employee performing the "principal duties" of a higher paying position. Concern was expressed that the University could exploit employees by asking them to perform the principal duties, while maintaining that they actually were not. When Joe responded by saying that our members had recourse to the grievance procedure, the question was put - "why should we have to go through that procedure when we had protection in the old agreement?". It was agreed that this was a valid point, but it was pointed out that CUE submitted the new language, language which had been approved by the membership prior to negotiations.

(d) Procedure for Elimination of a Modified Workweek

"A procedure describing the circumstances surrounding and procedure for elimination of a modified workweek as per Attachment D - University Offer - 1987 December."

A member pointed out that the last paragraph of the proposed change states: "This section does not apply when department heads change the form of workweek assigned to a vacant position." thereby creating a loophole for the University to eliminate flex-time. She stated that the L.A. 1's (as of September 1st) will not have flex-time and indicated that it was her understanding that flex-time is attached to the position, not the person. As soon as a position comes available, we will have some people with, and some people without flex-time.

Joe Denofreo replied that the collective agreement provides every employee with the option to apply for the kind of work week they want, and that the request cannot be unreasonably denied.

The member then asked why we should be forced to use the grievance procedure when it could have been dealt with in the contract language, and again Joe Denofreo replied that the Bargaining Team felt there was protection for members in the Contract.

(e) Letter of Agreement - Re: Training

"Letter of Agreement Re. Training to be renewed as is, i.e. Where changed job procedures require the use of data entry systems, the University will provide on-the-job training to the incumbent."

There was no discussion on this article.

(f) Letter of Agreement re. Incremental Increases

To be updated by eliminating sections 1, 2 and 3 which deal with past dates.

There was no discussion on this article.

(g) Letter of Agreement re. Involuntary Transfer

To be renewed as is - see page 56 of contract.

There was no discussion on this article.

(h) New Language for the "Preface" to the Agreement"

Pamela explained that the University disliked the word "enforce" in the Preface and wished to eliminate the Preface altogether. A compromise was reached. (See attached E).

There was no discussion on this article.

(i) New Arbitrator Selection Language - (F)

Amend Article 35.04 (a) as follows: "If arbitration was invoked in accordance with Step 3 of the Grievance Procedure, then the grieving party may refer the differences to arbitration for final and binding settlement. When such a referral is made, the parties will agree on a single arbitrator. Failing agreement, either party may request the Minister of Labour to make the appointment."

There was no discussion.

(j) Improved Article 34, - see (G) attached

Pamela Lundrigan read the proposed changes to Article 34 and pointed out that the University Sub-Committee of the Negotiating Committee and the Union's Sub-Committee of the

Contract Committee increased and expanded the existing language to ensure that those employees who were being involuntarily transferred (now internal placements) have additional options which were not available under the old contract.

Pamela made particular note of the change to 34.04 (b) Internal Placement as follows:

"During the period of notice, the employee on notice has the choice of internal placement into any vacancies occurring in her/his classification and any vacancies in lower classifications for which she/he has the necessary qualifications. In order to exercise her/his rights to these vacancies, the employee must notify the Personnel Services Department in writing within seven days of publication of the job posting of a position into which she/he wishes to be placed. After the seven days have passed, the employee's right to internal placement into these vacancies is forfeited.

If, within a year, a discontinued position is reinstated, the employee who was placed shall, upon request, be returned to that position. In this case, Article 22.08 (Orientation Period for Transfer and Promotion) shall not apply."

Pamela read to the membership section 34.04 (c) which relates to the options available at the end of a notice period:

"Options - At the end of the notice period, the employee who has not been placed shall inform the Personnel Services Department in writing of the option she/he has selected. Failure to select an option will result in the employee being placed on the recall list in accordance with 34.04 (c) (iii)."

Pamela pointed out that an option has been added as follows:

"Termination of employment with severance pay: the employee may choose to terminate employment with the University, forfeiting all seniority, and to receive severance pay in addition to the one month's notice already received..."

A member raised a concern regarding seniority and internal placement and recall, i.e. if an employee on involuntary transfer has less seniority than an employee on recall, which employee gets the job? The response was that seniority would be the determining factor. Not only do we want to protect seniority, but we'd like the employee on recall back at work. The employee on notice of internal placement would still have the option of applying for further positions during the notice period or taking a vacancy in a lower classification.

Pamela noted that another important change was made to Recall Rights as follows:

"Failure to acknowledge notice of recall within five (5) working days of recall without good cause or failure to report for work having been given at least ten (1) working days notice without good cause, will result in forfeiture of seniority and recall rights."

Pamela explained that this extension of notice period will allow an employee on recall who has sought temporary work off-campus to give notice to that employer in order to return to campus.

(k) Term of the Agreement

"The term of the agreement to be from April 1, 1987 to March 31, 1989."

There was no discussion.

(l) Dental Plan Improvement

Pamela Lundrigan pointed out that there is a proposed addition to the Dental Plan, which provides for orthodontic care as follows:

"Plan C - \$2,000.00 lifetime maximum for dependent children only, (same as faculty) effective 1988 October 1."

There was a brief discussion on this improvement.

(m) Shift Differential

The Chair advised of the proposal to:

"Improve the shift differential from 35 cents to 50 cents per hour for evening shift, and from 55 cents to 70 cents per hour for night shift effective 1988 April 1."

There was no discussion.

(n) Improved Wage Schedule

Pamela advised that from the first moment we insisted on retro pay and the University refused. When the matter of pensionable benefit payments (paid by the University) to employees age 62 and over, who would be retiring under the new collective agreement arose, the University agreed to pay the benefits for those employees. However, when it was brought to their attention that employees under 62 years of age might be retiring under the new termination clause, and would therefore need their benefits paid, the University

stated that the payment and recording of their benefits would be an "administrative nightmare". They therefore reluctantly, but with good grace, acceded to retro pay. They are still, for some obscure reason, opposed to retro pay, and as such, asked that we begin negotiations earlier in future.

Pamela read the University pay offer as follows:

- "(a) Improved wage schedule starting 1987 April 01, fifty dollars (\$50.00) to be added to each step in each paygrade, to be paid in the end-of-month cheque of January as attached.
- (b) a 2.75% adjustment to the wage schedule effective 1988 April 01 and a 2% adjustment to the wage schedule effective 1988 September 01.
- (c) retroactive pay of \$50.00 per month to 1987 April 01 for all employees of record as of the date of signing the Memorandum of Agreement."

Pamela pointed out that if employees worked at the University as of 4 December, 1987, they will receive retro-active pay. She also drew attention to the typographical errors on page 13 of the "Offer of Settlement". The salary under pay grid 8 should read \$1,904 under April 1st, 1988, and \$1,940 under September 1st, 1988. The total increase over two years adds up to 4.25%. Joe Denofreo explained the bargaining strategy and he and Pamela answered questions from the floor.

There were bargaining suggestions from the floor - i.e. vision care. P. Lundrigan indicated that this was on the table for next year and that members would be sent a survey in the next few months for input for the next contract.

The Trustees, Edmund Kam and Colin Banyard organized the ballot vote.

The meeting was adjourned at 1:45 p.m.

Canadian University Employees
Interim Balance Sheet
31 December 1987
ASSETS
(Unaudited)

GENERAL FUND	
Current	
Cash	87,869.26
Petty Cash	205.00
Short Term Deposits	1,740.61
Accounts Receivable	25,846.49
	<u>115,661.36</u>
Fixed	
Furniture & Fixtures	4,816.97
Computer Equipment	11,239.52
Assets under Capital Lease	6,519.51
Less accumulated depreciation	(10,804.17)
	<u>11,771.83</u>
	<u>127,433.19</u>

STRIKE FUND	
Cash & Term Deposits	26,992.93
Investments at Market Value at 30/11/87	116,367.00
	<u>143,359.93</u>
	<u>270,793.12</u>

GENERAL FUND	
Current	
Accounts Payable	27,655.88
Estimated Amounts Payable	19,176.72
	<u>46,832.60</u>

Obligation under Capital Lease

Equity - Beginning of Year	14,288.29
Under(Over) Expended Revenue - Current Year	64,150.31
	<u>78,438.60</u>
	<u>127,433.19</u>

STRIKE FUND	
Strike Fund Balance	143,359.93
	<u>270,793.12</u>

LIABILITIES & EQUITY

Canadian University Employees
Interim Statement of Income
12 Months Ended 31 December 1987
(Unaudited)

REVENUE

Dues & Initiation Fees	25,196.39	304,642.26
Interest Income	200.65	2,120.17
Donations and Other	0.00	0.00
C.U.P.E. Grant	3,000.00	36,000.00
Expense Recovery	150.00	2,721.67
	<u>28,547.04</u>	<u>345,494.10</u>

EXPENDITURES

Arbitration Expense	0.00	298.10
Contribution to Strike Fund	0.00	0.00
Course Fees and Conferences	(2,525.00)	8,675.55
Depreciation	261.28	2,883.83
Donations	0.00	0.00
Subscriptions	120.00	641.00
Equipment Lease	0.00	224.80
Executive & Committee Expenses	301.56	2,213.13
Exec & Comm Booking Off	960.00	6,592.85
Insurance	0.00	759.44
Interest & Bank Charges	1.00	665.73
Legal/Accounting Fees	375.00	4,636.00
Medical Benefits--Members	976.90	7,200.38
Newsletter	1,416.26	4,910.66
Office Supplies	1,031.86	9,063.69
Per Capita Tax -- C.U.P.E.	13,495.34	164,398.07
Postage/Courier	50.45	696.81
Printing	183.43	2,006.08
Professional & Consulting	0.00	0.00
Rent & Taxes	450.00	5,364.76
Repairs & Maintenance-General	106.00	1,725.23
Repairs & Maintenance - Equip	0.00	199.32
Salaries - Union Office Staff	4,855.78	50,007.92
Benefits - Union Office Staff	631.51	3,930.19
Taxi & Parking Expenses	67.90	929.70
Telephone	191.59	2,399.65
Utilities	68.00	910.19
	<u>23,018.86</u>	<u>281,327.19</u>

EXCESS (DEFICIENCY) OF REVENUES OVER
EXPENDITURES FOR THE PERIOD

Curr. Month This Year	Actual Yr.- to-Date
<u>28,547.04</u>	<u>345,494.10</u>
<u>23,018.86</u>	<u>281,327.19</u>
<u>5,528.18</u>	<u>64,157.00</u>

Canadian University Employees
Interim Statement of Strike Fund Balance

12 Months Ended 31 December 1987

(Unaudited)

Balance, Beginning of Year	138,670.27
Contribution from General Fund	0.00
Member Assessment for Strike Fund	0.00
Investment Earnings	4,690.66
Disbursements	1.00
Forgiven General Fund Obligation	0.00
Balance as of 31 December 1987	<u>143,359.93</u>

