



ON CUE

CUPE LOCAL 2950

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

224-2308

MAY 1992



GUEST SPEAKER

THIS MONTH -

HEU'S

CARMELA ALLEVATO ➔

Penelope Balakshin
'For a Limited Time Only'
Temporary Service

C.U.E. REPRESENTATIVE LIST

EXECUTIVE COMMITTEE

822-8498	President	Vic Wilson
822-5925	1st Vice-Pres.	Sharon Krowchuk
822-5478	2nd Vice-Pres.	Ann Hutchison
822-2521	Secretary-Treas.	Polly Diether
822-3445	Rec. Secretary	Jennifer Martin
822-2882/3	Health & Safety	Stephanie Shepard
822-2944	Education	Rosemarie Page
	Newsletter Ctte.	
875-4834	Chief Steward	Lois Moen
822-2882/3	Sarg-at-Arms	Lynn Jenkinson
822-3020	Sarg-at-Arms	Stephen Montgomery

TRUSTEES

822-2882/3	Trustee	Marilyn MacPherson
822-3580	Trustee	Eniko Wilkie

NEWSLETTER COMMITTEE

822-2882/3	Marilyn MacPherson	Woodward Library
822-3020	Stephen McConnell	Financial Services
822-4995	Richard Melanson	Catalogue Records
822-4708	James Boucher	Education
822-2242	Dale Tenby	Social Work Library

GRIEVANCE COMMITTEE

822-5925	Sharon Krowchuk	BioChemistry
822-2308	Greg Fisher	Union Office
822-5478	Avron Hoffman	Catalogue Records, LPC
822-5478	Ann Hutchison	Catalogue Records, LPC
822-8273	Shirley Irvine	Commerce
875-4834	Lois Moen	Medicine, VGH
822-8498	Vic Wilson	Commerce

HEALTH & SAFETY COMMITTEE

822-2882/3	Stephanie Shepard	Woodward Library
822-3336	Pat Fornelli	Dean's Office, Science
822-8107	Rita Harder	LTO, Human Resources
822-4277	Liam McConachy	Mail Room, LPC
822-6250	Steve Montgomery	Financial Services

CONTRACT COMMITTEE

822-5478	Ann Hutchison	Catalogue Rec. LPC
224-2308	Greg Fisher	Union Office
822-8444	Rosanne Kinsey	Commerce
822-8900	Wanda McNamara	Development Office
822-3891	Shenaz Motani	Animal Science
822-8498	Vic Wilson	Ccommerce

EDUCATION

822-2944	Rosemarie Page	Fac. of Law
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STAFF

224-2308	Greg Fisher	Union Organizer
224-2308	Paul Tetrault	Business Agent
224-2308	Leslie Hodson	Admin. Secretary
291-1940	Joe Denofreo	CUPE National Rep.

FAX 224-6496

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HEY YOU!

Come join the team on the Newsletter committee. Whatever your talents, we need you!

Call the Union office
at
228-2308

BUSINESS AGENT'S REPORT

Musing on the March strike and its aftermath:

Really this strike was about dignity for our Union and our members. Right from the beginning in April, 1992, the University had decided that it would impose a wage package on CUPE 2950 - 4%, 0%, 0% over 3 years (with reopener). There was no question of bargaining a contract around wages, it was simply the University imposing its way.

Of course, the University did end up increasing their offer/2 hours before the strike deadline. This was the first time the University administration deigned send anyone with authority to bargain with CUPE 2950. This person of authority was Frank Eastam, the Associate VP for Human Resources - even he had to make phone calls to Gellatly and Birch in order to close off the deal.

At no time during the period preceding the strike was there any real debate at the University about the propriety of low paid women, support staff, subsidizing the operations. Up until the strike it was merely assumed by the University administration that their agenda (Corporate/University Research Links, New High Tech Buildings, Less Emphasis on Teaching & Keep Operating Costs Low, ie. low employee wages) was unchallenged.

The strike launched a debate on one aspect of this agenda; Why does the University, a public liberal institution, pay its women workers so low. This debate polarized the University Community and even gave rise to another issue: Who runs the University anyhow, and what is their background in terms of gender, class and who they represent. This Pandora's box is now open, and CUPE 2950 and other organizations intend to explore its contents.

Surely with the election of a social democratic government, the community can expect a large institution like UBC to reflect community interest and not the interests of a small number of corporate elite who currently reside on the Board.

The Union is meeting with other organizations to talk about a political campaign that will result in the appointment by this government of a Board of Governors which represents community groups, labour groups, women's organizations as well as the business community.

CUPE 2950, as a Union, is in the process of summing-up its experience during the strike, so that future generation of CUPE 2950 members can learn from it. Shortly after the strike, as most of you know, we have had 2 Union meetings and some of the issues regarding the strike have come up at these meetings. We are planning a meeting of Shop Stewards and Strike Activists for May 12th to further deepen our understanding of the strike

and its experience for us. In this issue of the newsletter, you will also find a questionnaire which we hope many people will answer and give us feedback both positive and negative that the Union must have in order to improve its strategy for the next set of negotiations.

We have already received some feedback in the form of letters and comments about different aspects of the strike, and at some point in the future we will be gathering this input and all the other input we have, to come out with a strike report which will detail the important lessons of the strike and the cost to the Union.

Application to the Industrial Relations Council

As many of you know, the Union has a dispute with the University regarding over 150 positions on campus and their unilateral exclusion from the Union by the University. The crux of this dispute is that the University has been taking jobs and work out of the Union and putting them into the management and professional category. This is work that has historically been done by the bargaining unit and would have been included in certification in 1974.

In September, 1991, the University and the Union met for extended periods to try and settle this matter before going to the Industrial Relations Council. Seann Leighland, the University negotiator and myself for the Union did draw up an agreement which is on file at the Union office for your perusal. This agreement, as mentioned before, replied to many of the mutual concerns of both parties and was a compromise position which intended to properly define the CUPE 2950 bargaining unit scope.

Unfortunately, Seann Leighland's bosses did not accept his recommendation, and the University has now plunged both parties into endless hearings at the Industrial Relations Council.

These hearings began in April and will continue in August and October. The 7 positions that are in contest in this "test" case are: Endowments Coordinator (Dean's Office, Faculty of Medicine), FLAIR Database Librarian (Faculty of Law, FLAIR), Administrative Assistant (Cdn. Genetic Disease Network), MicroComputer Manager (Surgery, VGH), Fundraising Assistant (Development Office), Assistant to the Dean (Faculty of Dentistry) & Assistant Editor (Registrar's Office).

2 of these positions, Muriel Dyson and Laura Palmer were on the original application filed in August, 1990. The others are new positions that have been generated by the University since the 1990 application.

NEWSLETTER INSERT

1. CHANGE OF MEETING LOCATION

New Location: Hebb Theatre
2045 East Mall

12:30 - 2:30 p.m.
May 21, 1992

2. ADDITIONAL AGENDA ITEM

Please add after #4 - Treasurer's Report:

Election of 2 Delegates - Canadian Labour Congress
Convention, June 8-12, 1992

COALITION LAUNCHES NATIONAL CAMPAIGN TO SAVE MEDICARE

Medicare, Canada's world-class health care system, is being threatened by government underfunding, says a coalition created to "Keep medicare healthy," and it has launched a national campaign to do something about it.

"We want federal funding of health care restored," said Judy Darcy, national president of the Canadian Union of Public Employees, the driving force behind the campaign.

"We see a steady undermining of transfer payments to the provinces and a slow erosion of the five principles of medicare," Darcy said. "This campaign is about saving medicare and about starting to explore workable alternatives to the current health care delivery system."

Coalition organizers are mobilizing across the country to give Canadians a chance to say 'Yes' to medicare and to learn more about how the highly respected system could work even better.

Between May 22 and 31, Canadians will be asked to sign a pledge card calling on Prime Minister Brian Mulroney to stop destroying medicare "by underfinancing it to death."

As well, a national television show will be broadcast on June 18 at 7:30 p.m. (EST) and June 19 at 12:30 a.m. (EST). Celebrities, noted authors and entertainers will join the coalition in a tribute to Canadian health care. Experts will be interviewed, along with health care workers, about how the system can be improved.

The TV special will include new documentary footage which will describe the threat to medicare and explore a progressive vision for a better health care system.

"We need to tell the Conservative government in Ottawa that medicare is not for sale," Darcy said. "This campaign will give all Canadians a chance to do just that."

The Coalition to Keep Medicare Healthy includes dozens of concerned national groups. Among them are the Canadian Health Coalition, the Action Canada Network and the Canadian Labour Congress.



Canadian
University
Employees

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

224-2308

**PLEASE COMPLETE BALLOT
AND RETURN TO THE UNION OFFICE
VIA CAMPUS MAIL**

Despite what the University has stated, the positions in the 1990 application are alive and well and are still subject to adjudication by the Industrial Relations Council.

This is a very important area for our Union. The University claims that the higher level, more complex work that's traditionally done in our bargaining unit should no longer be unionized work. What this means is that the University unilaterally determines who gets the jobs, how much money is paid for these jobs and when people get fired and do overtime. People who move into these jobs have no Union rights.

If the University feels that the work at this level should get more money, they of course always have the option to create new classifications within our pay grades 9, 10 & 11 to accommodate this sentiment.

The scorn of the University for its secretarial, clerical and administrative staff continues in the IRC application. The University's counsel in cross-examining Jean Rands, the Union witness and AUCE 1 President in 1974, stated "you're not saying that the University had a secretary doing fund-raising in 1974 are you?". The implication, of course, being that a "mere" secretary would not be asked by the University to handle such an important task as fund-raising.

Wrong! There is ample evidence that people in our Union in 1974 and today do very complex and skilled administrative clerical and library jobs. One would have thought that the University would know this, but apparently scorn and ignorance accompany one another in this case.

PAUL TETRAULT
Business Agent

PRESIDENT'S REPORT

It has been just over one month since we have returned to work after our strike. I know that this has been a stressful time for all of us. Many have been left with mixed emotions and there have been some difficulties in the workplace. Yet we must continue to move forward as a Union.

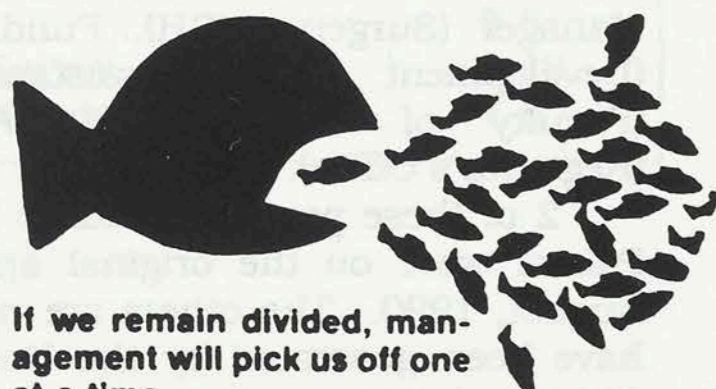
As you can imagine, things at the Union Office continue at a hectic pace. The I.R.C. hearings have begun and Paul has been extremely busy preparing for them. The office staff are readily trying to deal with the backlog of grievances, investigations and general office administration. At present, I am booked off one day a week to fulfill the duties of President of this local.

On an encouraging note, since the strike has been over, our Local has increased its number of stewards by 8. We will be having seminars to help train these new stewards and I thank them for their dedication to this local.

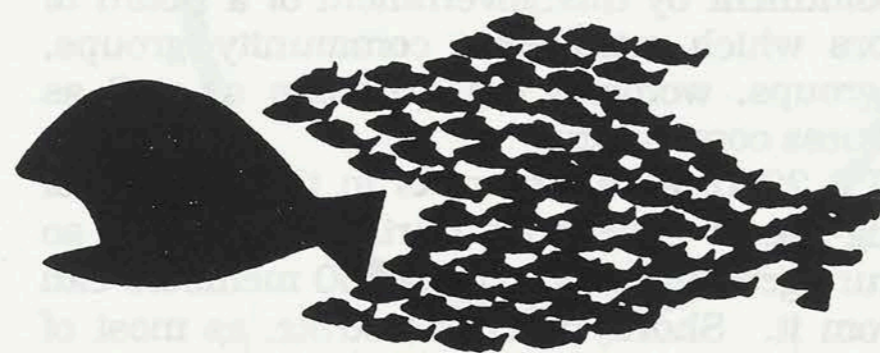
On a final note, I want to encourage the members of this local that if you have any concerns or questions regarding your work situation, please don't hesitate to call the Union Office. We are here to give you advice and whatever is said is held in strict confidence. Action on your behalf will not proceed without your consensus.

VIC WILSON
President

The way it looks in the local



If we remain divided, management will pick us off one at a time . . .



But if we stick together, we can really turn things around.

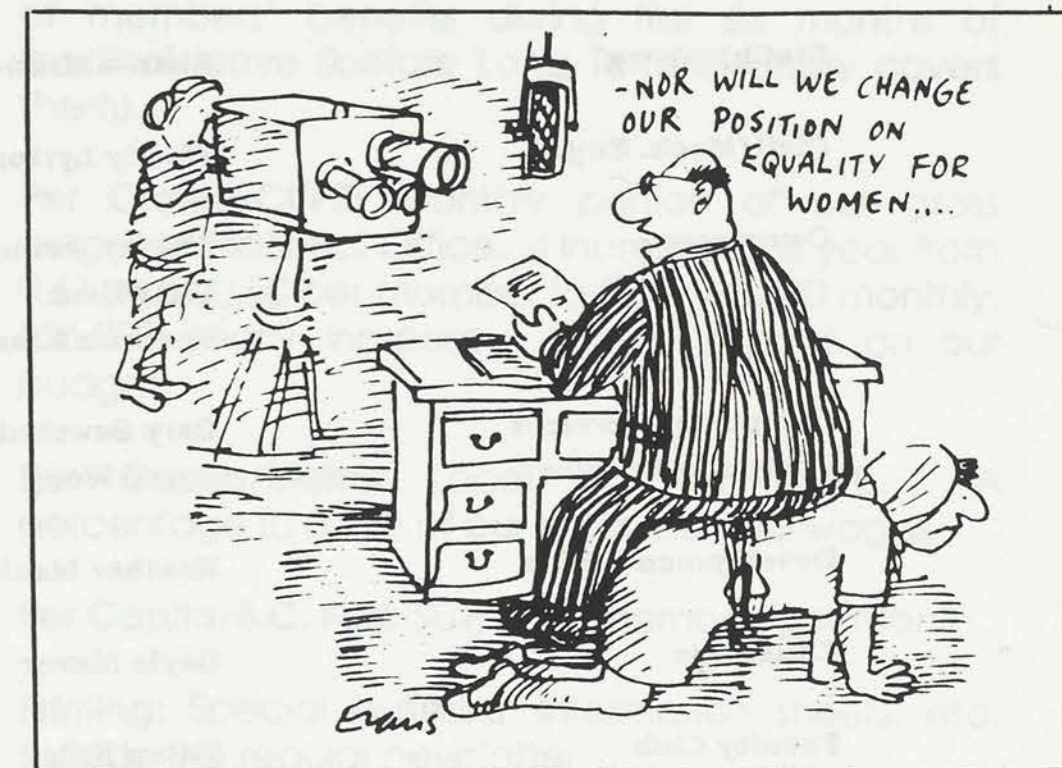
WELCOME STEWARDS...

One of the most positive results of our recent strike has been the number of individuals who have come forward to be stewards. Many of them found that being involved and active in the strike was a very rewarding experience and wish to continue with their involvement. New to the steward list are: Jan Carroll (Awards & financial Aid), Wendy Lytton (Civil & Mechanical Engineering), Roseann Kinsey (Commerce), Lori Boerma (Fine Arts), Derrick Pohl (Geography), Anita Galvin (Grad Studies), Shirley Wallace (Surgery/VGH), Diane Kerfoot (Zoology).

I spoke with many people during and directly after the strike so I may have missed someone. If I inadvertently missed you or, if you have been thinking of becoming a steward, please give me a call anytime to discuss it.

I urge all experienced stewards to give one of these new stewards a call if you are going out on steward business so that they may receive hands-on training which is so important to being a steward.

LOIS MOEN
Chief Shop Steward



STRIKE VIDEO AND PHOTOS

Due to popular demand:

Copies of the Strike Video, reprints and enlargements of our Strike Photos (over 100 to chose from) are now available for order. Orders accepted until June 1st @ 4:30 p.m. Orders will be ready for pick-up by June 15th. **All orders must be prepaid.**

VIDEO (approx. 80 minutes) \$15.00

PHOTOS

Black & White

- 5 X 7 = \$ 5
- 8 X 10 = \$10
- 11 X 14 = \$15

Colour

- 4 X 6 = \$3
- 5 X 7 = \$6
- 8 X 10 = \$12

The photo catalogue is available for viewing in the Union office during regular office hours.

HURRY!!! ONE CHANCE ONLY!!!

Awards & Financial Aid	Jan Carroll	822-9292	N
BioChemistry	Sharon Krowchuk	822-5925	E
Civil/Mech. Eng.	Wendy Lytton	822-2027	N
Commerce	Shirley Irvine	822-8273	E
	Vic Wilson	822-8498	E
	Roseann Kinsey	822-8444	N
Computing Services	Gary Sawchuk	822-6141	E
Computer Science	Joyce Wong	822-6611	N
Development Office	Heather Manley	822-8900	N
Education	Gayle Mavor	822-3790	N
Faculty Club	Karen Hale	822-2708	E
Financial Services	Stephen Montgomery	822-3020	E
	Chuck Erickson	822-4199	E
Fine Arts	Lori Boerma	822-2757	N
Geography	Derrick Pohl	822-5870	N
Grad Studies	Anita Galvin	822-2848	N
Library (LPC)	Ann Hutchison	822-5478	E
(LPC)	Avron Hoffman	822-5478	E
(LPC)	Liam McConachy	822-4277	E
(LPC)	Beth Stack	822-4578	N
(BMB)	Phil Vacheresse	875-4505	E
(Main)	Polly Diether	822-2521	N
(BMB)	Jennifer Martin	875-4505	N
(Sedgewick)	Gail Runnels	822-6546	E
	Heather Douglas	822-3097	E
(Woodward)	Lynn Jenkinson	822-2882/3	E
	Stephanie Shepard	822-2882/3	E
	Suzan Zagar	822-6909	N
Fac. of Science (Dean's Office)	Pat Fornelli	822-3336	N
LTO Pool	Rita Harder	822-8107	E
Media Services	Harley Hanson	822-6512	N
S.E.R.F.	Anthony Hamilton	822-3827	N
Surgery, VGH	Shirley Wallace	875-4133	N
Theatre (Sessional)	Jay Henrickson	822-2769	N
St. Paul's	Catherine Martell	631-5425 Fax: 631-5013	E
VGH	Lois Moen	875-4834 Fax: 875-4847	E
Zoology	Diane Kerfoot	822-2132	N

TREASURER'S REPORT

I have included the 1992 budget and explanatory notes in this newsletter. They may look familiar to you. They were also in the February newsletter in preparation for discussion and approval at that month's membership meeting. But as I recall, other events took priority. And today, as I struggle to regain order amongst the financial chaos of the strike, I have not forgotten that we have been operating without a budget for almost five months. So, look over the proposed budget (again) and bring your questions to the May membership meeting.

For the June newsletter I hope to have ready some preliminary figures on strike expenditures. I am meeting with CUPE 116 this week to discuss the break down of costs. I believe we have received all of the invoices from the strike but strike pay and its reconciliation will still take some time. The people at CUPE National tell me that it can take up to ten weeks to fully recover from the effects of a strike! It's disappointing to know that I can expect even more gray hairs.

It's budget time again. Preparation of this year's budget was just as agonizing as last years. Difficult decisions had to be made. Establishing priorities; increased expenses; unwillingness to increase dues; unwillingness to sacrifice servicing; these were the issues we (the Executive) grappled with. Please keep these in mind as you examine the proposed budget and bring your questions to the February membership meeting.

Some brief notes on significant budget areas:

REVENUE

Dues and initiation fees, interest earned on our accounts, and other sources (e.g. the \$50,000 for arbitration transferred to the operating budget from the surplus fund in 1990).

EXPENDITURES

Arbitration: Unexpended funds from the 1990 transfer. Covers our upcoming IRC Section 34 application and arbitrations.

Conventions: To send elected delegates to the CLC and BC Federation conventions.

Equipment Lease: Office photocopier.

Executive/Committee Expenses: Dinner allowances, childcare expenses, Christmas Party, etc. for all standing committees.

Accounting Fees: Dunwoody's monthly accounting charges and annual audit.

Medical Benefits: Employee and University portion of members' benefits during first six months of medical leave (before Long Term Disability covers them).

Per Capita/CUPE: Monthly portion of our gross wages to National Office. It increases this year from 0.61 plus \$0.50 per member to 0.70. \$3,000 monthly, \$36,000 yearly increase. Severe impact on our budget.

Per Capita/Metro: Local arm of CUPE. A percentage (0.0079) of our gross monthly wages.

Per Capita/B.C. Fed: \$0.60 per member, per month

Printing: Special bulletins, information sheets, etc. outside the regular newsletter

Rent: Higher Figure in June reflects our portion of property tax as well as the yearly increase.

Rep & Main/Equip: Service contracts on office computer equipment and copier

Salaries: Business Agent, Union Organizer, Secretary, and part-time filing/data entry clerk (2 days per week beginning March)

Benefits: Our share of benefits for office staff.

Taxis/Parking: Cost of off-campus members' taxis to and from membership meetings.

Special Projects: Money from last year's dues increase after funding the Union Organizer position. To be used for special training and research projects.

POLLY DIETHER
Treasurer

CONTINUED FROM PAGE 16

MEMBERSHIP MINUTES

"If your doing my job you should do it for my pay!"

We will continue to present because of injunctions.

What was the turning point of negotiations? 2.5 weeks been out; Vince Ready telling us there is nothing else there, injunctions and with the budget coming down.

Can our local and 116 show solidarity with HEU to push pay equity into the public? Support HEU - we attended their rally last Friday.

MOVED:R. Godden
That we adjourn

CARRIED

Revenue	January	February	March	April	May	June	July	August	September	October	November	December	Total
Dues/Init Fees	47,000	47,000	47,000	47,000	47,000	47,000	47,000	47,000	47,000	47,000	47,000	47,000	564,000
Interest	1,375	616	400	662	1,156	1,152	1,720	400	400	400	1,055	400	9,736
Other	50,000	0	0	0	0	0	0	0	0	0	0	0	50,000
Total Revenues	98,375	47,616	47,400	47,662	48,156	48,152	48,720	47,400	47,400	47,400	48,055	47,400	623,736
Expenditures													
Arbitration/IRC	50,000	0	0	0	0	0	0	0	0	0	0	0	50,000
Conventions	0	0	0	0	0	1,400	0	0	0	0	1,500	0	2,900
Courses	500	500	500	500	500	500	500	500	500	500	500	500	6,000
Depreciation	200	200	200	200	200	200	200	200	200	200	200	200	2,400
Donations	100	100	100	100	100	100	100	100	100	100	100	100	1,200
Subscriptions	200	200	200	200	200	200	200	200	200	200	200	200	2,400
Equipment Lease	310	310	310	310	310	310	310	310	310	310	310	310	3,720
Exec/Comm Expense	150	150	150	150	150	150	150	150	150	150	150	150	1,800
Exec/Comm Leaves	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	24,000
Insurance	75	75	75	75	75	75	75	75	75	75	75	75	900
Bank Charges	10	10	10	10	10	10	10	10	10	10	10	10	120
Accounting Fees	410	410	410	410	410	410	410	410	410	410	410	410	8,210
Medical Benefits	800	800	800	800	800	800	800	800	800	800	800	800	9,600
Newsletter	900	900	900	900	900	900	900	900	900	900	900	900	10,800
Office Supplies	300	300	300	300	300	300	300	300	300	300	300	300	3,600
Per Capita/CUPE	22,500	22,500	22,500	22,500	22,500	22,500	22,500	22,500	22,500	22,500	22,500	22,500	270,000
Per Capita/BC Fed	200	200	200	200	200	200	200	200	200	200	200	200	2,400
Per Capita/Metro	900	900	900	900	900	900	900	900	900	900	900	900	10,800
Postage/Courier	50	50	50	50	50	50	50	50	50	50	50	50	600
Printing	150	150	150	150	150	150	150	150	150	150	150	150	1,800
Rent	1,100	1,100	1,100	1,100	1,100	1,450	1,200	1,200	1,200	1,200	1,200	1,200	14,150
Rep & Maint/Gen	125	125	125	125	125	125	125	125	125	125	125	125	1,500
Rep&Maint/Equip	200	200	200	200	200	200	200	200	200	200	200	200	2,400
Salaries	11,000	11,000	11,800	11,800	11,800	11,800	11,800	11,800	11,800	11,800	11,800	11,800	140,000
Benefits	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	18,000
Taxis & Parking	200	200	200	200	200	200	200	200	200	200	200	200	2,400
Telephone/Fax	300	300	300	300	300	300	300	300	300	300	300	300	3,600
Utilities	75	75	75	75	75	75	75	75	75	75	75	75	900
Special Projects	4,150	4,150	4,150	4,150	4,150	4,150	4,150	4,150	4,150	4,150	4,150	4,150	49,800
Total Expenses	98,405	48,405	49,205	49,205	49,205	50,955	49,305	49,305	49,305	49,305	50,805	52,595	646,000
Surplus (Deficit)	(30)	(789)	(1,805)	(1,543)	(1,049)	(2,803)	(585)	(1,905)	(1,905)	(1,905)	(2,750)	(5,195)	(22,264)

STRIKE OPERATIONS SURVEY

As a key component of our strike wrap-up, the Executive, Strike Ctee., Picket Marshalls and other strike activists are preparing their accounts for inclusion in the Final Strike Report; The Big One: 1992.

This report will be distributed to all members and will form a large part of the record of those 17 heroic days in March -- it will be included in the "Strike Scrapbook" that is still being compiled.

The **anonymous** information you provide here will help ensure the completeness of the text. You can expect to see representational comments quoted in the final report.

PRE-STRIKE

Communication/Organization/Process

Good:

Poor:

STRIKE PERIOD

Picketing/Scheduling

Good:

Poor:

Organization

Good:

Poor:

Support (Picket Marshalls)

Good:

Poor:

Transportation/Food

Good:

Poor:

Media Coverage

Good:

Poor:

Communication with Members

Good:

Canadian Union of Public Employees Local 4388
Budget & Revenue and Expenses for 1992

Poor:

POST-STRIKE

Communication with Members

Good:

Poor:

GENERAL COMMENTS

GENERAL MEMBERSHIP MEETING #1

27th February, 1992

MINUTES

The meeting was called to order at 12:30 p.m.

1. ROLL CALL OF OFFICERS

Vic Wilson	President
Sharon Krowchuk	1st Vice President
Ann Hutchison	2nd Vice President
Polly Diether	Treasurer
Stephanie Shepard	Chair, H & S Committee
Suzan Zagar	Chair, Commun. Committee
Rosemarie Page	Chair, Education Committee
Lois Moen	Chief Steward
Jennifer Martin	Recording Secretary
Stephen Montgomery	Sergeant-at-Arms
Lynn Jenkinson	Sergeant-at-Arms
Greg Fisher	Union Organizer
Paul Tetrault	Business Agent

Vic Wilson introduced the Executive.

MOVED:Martell/**SECONDED:**G. Gauvreau
That we ratify the Women's Committee.
CARRIED

MOVED:The Executive/**SECONDED:**Hutchison
That the officers of CUPE 2950 organize a strike vote among CUPE 2950 members. This vote is to take place on March 3, 1992 at designated "sites" and locations.
CARRIED

We are going to need hundreds of volunteers to organize a strike...

5 Committees to Organize Strike

- Policy Committee
- Picket committee
- Strike Benefit Committee
- Contingency Committee
- Liaison/Media Committee

MOVED:Executive/**SECONDED:**K. Hale
That the Executive be the strike committee.
CARRIED

MOVED:Erickson/**SECONDED:**Moen
That Catherine Martell be included in the strike committee.
CARRIED

MOVED:Erickson
That we adjourn.
CARRIED

GENERAL MEMBERSHIP MEETING #2

27th February, 1992

MINUTES

The meeting was called to order at 1:30 p.m.

1. ROLL CALL OF OFFICERS

Vic Wilson	President
Sharon Krowchuk	1st Vice President
Ann Hutchison	2nd Vice President
Lois Moen	Chief Steward
Polly Diether	Treasurer
Stephanie Shepard	Chair, H & S Committee
Suzan Zagar	Chair, Commun. Committee
Rosemarie Page	Chair, Education Committee
Jennifer Martin	Recording Secretary
Stephen Montgomery	Sergeant-at-Arms
Lynn Jenkinson	Sergeant-at-Arms
Greg Fisher	Union Organizer
Paul Tetrault	Business Agent

MOVED:Executive/**SECONDED:**Moen
That the Women's Committee be formed to consist of Janet Purkis, Lori Walker, Ann Hutchison, Gayle Mavor, Lynn Jenkinson, Polly Diether, Patsi Longmire, Karen Hale & Carol Delhelj-Joyce.
CARRIED

The next meeting will be March 4th at 4:45 in the Union office. Please call Catherine at 631-5425 if interested in joining.

MOVED:Executive/**SECONDED:**L. Kirk
That the officers of CUPE 2950 organize a strike vote among CUPE 2950 members. This vote is to take place on March 3, 1992 at designated "sites" and locations.
CARRIED

Ann Hutchison spoke in favour of the motion. Joe spoke to the motion. Meetings are being set up with Penny Priddy (Minister of Women's Equality) and Tom Perry (Minister of Advanced Education). The vote will take place in the SUB Ballroom, VGH, St. Paul's and B.C. Children's hospitals.

MOVED:Executive/**SECONDED:**J. Kitchen
That the Executive and Catherine Martell form the strike committee.
CARRIED

5 Committees to organize the strike

- Policy Committee
- Picket committee
- Strike Benefit Committee
- Contingency Committee
- Liaison/Media Committee

MOVED:Dina McDonald
That we adjourn.
CARRIED

GENERAL MEMBERSHIP MEETING

Monday, March 23, 1992

MINUTES

Commodore Ballroom

The meeting was called to order at 7:10 p.m.

1. ROLL CALL OF OFFICERS

Vic Wilson	President
Sharon Krowchuk	1st Vice President
Lois Moen	Chief Steward
Polly Diether	Treasurer
Stephanie Shepard	Chair, H & S Committee
Suzan Zagar	Chair, Commun. Committee
Jennifer Martin	Recording Secretary
Lynn Jenkinson	Sergeant-at-Arms
Greg Fisher	Union Organizer
Paul Tetrault	Business Agent

Vic presented the events at Canada Post today and the state of affairs with negotiations. The people spoke to these issues regarding the contract negotiations.

Paul spoke about the picket injunctions.

1st was the 3 a.m. order from IRC prohibiting picketing at University hospital.

2nd was the court injunction limiting "obstruction" of traffic.

3rd was 4 orders from construction companies and unionized members not to cross our lines. obliging our pickets to let through gate 6 all sub-contractors even unionized ones.

4th was the injunction to not picket the hospital at Shaughnessy, IRC hearing Thursday night to limit our picket using an anticipatory order dependent upon evidence. They didn't get the evidence from Paul so they met again, Friday, Mar. 20th a.m.

5th was Monday at noon limiting us to be only at gates and not one foot on campus. We were only given 3 hours notice. With very little or no proof that our members were associated with any violence, the judge layed down the ruling that the picketing was no longer to happen on campus except the 116 people divided among the Chemistry, Buchanan buildings & Main Mall.

We had peaceful pickets which embarrassed the people going in to do our work. We had to respect the order or be in contempt of court. It is serious matter to take away our right to picket and have free speech. This injunctions have been a political shot in our foot. Opened the floor to questions. Can we appeal? Yes, but it is burdensome.

We can use the students, the Ubysey special edition, fax blitz, a new leaflet. Labour movement is pressuring the New Democrat government to get Bill 19 off the books.

Perhaps we need a "Stroll Campaign" with our mouths taped shut!! Black arm bands - no picket signs. Barricade at gate 3 gets lots of construction vehicles direct them to gate 6. Blitz the campus with posters. That we all picket the gates tomorrow.

Vic addressed the issue of liaison with the public with taxicabs and B.C. Transit. UBC is using shuttle vans almost caused transit to shut down the whole city if they kept running. HEU, Hospital Services Association and HNU supported us extensively. Shaughnessy was calm - we aren't a bunch of radicals. The media seem to be on our side as well. BCNU is shutting down fax machines for us.

Picketing

Lois spoke about picketing and the wonderful organization - a business set up in three working days. They can injunct us all the way to Mars. Patrol the area otherwise it's considered loitering and it looks like we're not putting on a good fight for our cause. Have an information picket at the hospitals not to stop people - not prevented from entering the hospitals. A smile and eye contact goes a long way. We can approach cars, we just can't impede their progress. If they stop to talk, it's not us who is stopping traffic.

What can we do about the people who are sitting at home having a vacation? Not much! Lois ended with a toast of gratitude to Stephanie and Shenaz Motani.

Liaison Committee

Catherine Martell spoke about the student committees. Hold Sharon Khan accountable for the "equity". The Social Work students and staff will be holding a vigil tomorrow night at the Coast Hotel at 6:00 p.m. Women's Studies Faculty - "Voices from the Line" anonymous interviews published. Students have been threatened especially if they support us - black listed. We may need to stand with them. Faculty are taking some chances standing with us.

Treasurer's Report

Polly Diether reported she gave out \$112,000 in strike pay the first week. CUPE National will kick in soon. The cost for 1 week \$150,000 inclusive of strike pay for the first week; \$60,000 of our own before the CUPE National kicks in, for the second week. Opened the floor to general questions.

Any money that UBC would have paid us for work we've missed during the strike will go back to the government as of the meeting with Tony Perry.

Get B.C. Fed in on this again. This is precedent setting this is a public fight.

BCTF will speak in support of us at Wednesday's rally.

The AMS food services are open. However we've pulled their rental vans. Movement afoot to impeach the AMS. They know we don't appreciate their partying. Let's not support them when we're back to work.

MEMBERSHIP MINUTES (CONT.)

Has Faculty Association informed its members that they are not free to do our work while we are on strike? Librarians at small branches are considered Faculty.

Paul concluded that the University is attempting to punish us for exposing their undemocratic behaviour.

We're building unity with 116 and amongst ourselves for the next 20 years.

MOVED:Martin
That we adjourn.

CARRIED

GENERAL MEMBERSHIP MEETING

March 25, 1992

War Memorial Gym

MINUTES

The meeting was called to order at 10:00 a.m.

1. ROLL CALL OF OFFICERS

Vic Wilson	President
Sharon Krowchuk	1st Vice President
Lois Moen	Chief Steward
Polly Diether	Treasurer
Stephanie Shepard	Chair, H & S Committee
Rosemarie Page	Chair, Education Ctee.
Catherine Martell	Chair, Womens Committee
Lois Moen	Chief Shop Steward
Jennifer Martin	Recording Secretary
Lynn Jenkinson	Sergeant-at-Arms
Stephen Montgomery	Sergeant-at-Arms
Greg Fisher	Union Organizer
Paul Tetrault	Business Agent

Contract Committee:
Rosanne Kinsey
Shehnaz Motani
Wanda McNamara

Special Guests:
Judy Darcy
Joe Denofreo

Judy Darcy - CUPE National President spoke about what our strike means to us and to the labour movement as a whole in Canada - legislation against scab labour, pay equity, equal pay for work of equal value. She reminded us that we've learned alot about our own strengths, met friends & established unity with CUPE 116, we're tired of the divide and rule tactic of offering men and women different increases.

Ann Hutchison presented the package.

The total increases will be the % of the total payroll divided by the number of employees. This will produce a flat dollar rate as per a motion at a general meeting some 14 months ago.

2 major breakthroughs are expedited arbitration and job evaluation - the job evaluation committee will have 3 of our members. Then the floor was opened to questions and comments.

Notice of motion for the next general meeting

MOVED:Ellis

That the CUPE 2950 full and part time employees who were aboe to participate in picket or any other duty during the strike and did not pull the mandatory 36 hours for the duration of the strike be made to compensate by helping out in the Union office for the minimum of 36 hours, whenever required by the Union office or lose the \$250 signing bonus.

The strike committee recommends to the membership that people who picketed or are scheduled to picket on the weekend be paid \$125.00 strike pay.

MOVED:Griffith
That we adjourn.

Don't forget Saturday nights social

GENERAL MEMBERSHIP MEETING

April 2, 1992

MINUTES

The meeting was called to order at 12:35 p.m.

1. ROLL CALL OF OFFICERS

Vic Wilson	President
Sharon Krowchuk	1st Vice President
Lois Moen	Chief Steward
Polly Diether	Treasurer
Stephanie Shepard	Chair, H & S Committee
Jennifer Martin	Recording Secretary
Lynn Jenkinson	Sergeant-at-Arms
Stephen Montgomery	Sergeant-at-Arms
Greg Fisher	Union Organizer
Paul Tetrault	Business Agent

1. ADOPTION OF AGENDA

MOVED:Longmire/**SECONDED:**L. Bosma
That the agenda be adopted.

2. ADOPTION OF MINUTES

Tabled

MEMBERSHIP MINUTES (CONT.)

3. HOSPITAL EMPLOYEE TOP-UP

MOVED:N. Bell/**SECONDED:**E. Campbell

That in the event of a strike in the hospitals in 1992, CUPE 2950 hospital members, who are not deemed essential, be paid 90% of their gross salary after CPP, UIC, Income Tax, LTD & Union dues from the CUPE 2950 strike fund and staff one of the sign in tables for four hours per week.

The floor mikes were opened to questions and comments.

MOVED:Diether/**SECONDED:**Montgomery

We recommend to the membership that all CUPE 2950 essential service workers be assessed 25% of their gross earnings during the CUPE 2950 1992 strike and that this money be put in the CUPE 2950 Strike Fund.

MOVED:Glavina/**SECONDED:**Erickson

That motion be amended to read: we recommend to the membership that **all those members** that received their full pay during the course of the strike be assessed 25% after benefits.

The question was called - defeated, therefore the original motion now stands as is.

note: several amendments were discussed but never passed eg. flat rate rather than a percentage or 25% of CUPE net.

MOVED:H. Lapp/**SECONDED:**MJ Richardson

That the motion be tabled.

DEFEATED

MOVED:S. Milne/**SECONDED:**Taggart

That the motion be amended to read "net" rather than gross.

DEFEATED(6 abstentions)

MOVED:Der/**SECONDED:**S. Milne

That the motion be amended to collect the assessment over 6 months.

DEFEATED

The motion was voted on and carried with 7 abstentions.

MOVED:Ellis/**SECONDED:**Kirk

That CUPE 2950 full and part time employees who were able to participate in picket or any other duty during the strike and did not pull the mandatory 36 hours for the 2.5 week duration of the strike be made to compensate by helping out in the Union office for the minimum of 36 hours whenever required by the Unions office or lose the \$250 signing bonus.

DEFEATED (3 abstentions)

MOVED:M. Wright/**SECONDED:**Erickson

That we as a Union define scab and we do not allow these people to be hired by the University at anytime in the future.

CARRIED (5 abstentions)

MOVED:L. Bosma

That we adjourn

CARRIED

GENERAL MEMBERSHIP MEETING

April 9, 1992

MINUTES

1. ROLL CALL OF OFFICERS

Vic Wilson	President
Sharon Krowchuk	1st Vice President
Lois Moen	Chief Steward
Polly Diether	Treasurer
Stephanie Shepard	Chair, H & S Committee
Jennifer Martin	Recording Secretary
Rosemarie Page	Chair, Education Committee
Lynn Jenkinson	Sergeant-at-Arms
Greg Fisher	Union Organizer
Paul Tetrault	Business Agent

Coffee & donuts with film and video presentation

Next Women's Committee meeting is Thurs. May 7th at 4:45 p.m. in the Union office, pls. contact Catherine Martell at 631-5425

Greg presented slides and video of the strike.

Vic read a speech

- flat rate vs. percentage

The University would never talk in flat rates but only in percentages.

Retro Pay the 15th - but not taxed until the end of April.

Putting together Board of Governors

Pro-rating sick time and vacation. Nothing we don't know about - parking but will investigate.

Social work department donate \$200.00 from each local suggested setting up a bursary.

Is Canada Post suing us? Not yet! Pay legal fees of student

MOVED:Glavina/**SECONDED:**Abbott

That CUPE 2950 pay the legal fees of the student protecting Catherine Martell.

CARRIED

What about members who crossed to attend class. Please bring information to union office.

Official thank-you letter to B.C. Transit.

Return Sharon Kahn's donation of \$500.00.

Can we do anything about essential workers? In future, we will be addressing this with the government and presentation to investigate committee on Labour Relations.

LETTERS TO THE EDITOR

LETTERS POLICY

Submissions from any member will be printed, editing only for length, good taste and respect for the libel laws and in consultation with the author. When a letter critical of a member is published, opportunity will be given to prepare a response in the same issue.

Dear Fellow Picketer!

Thank you for your lovely, unexpected, note of thanks.

I, too, wish to thank you most heartily for your understanding ear, and comradeship, during the 12 consecutive hours over 2 days of night duty on the picket lines.

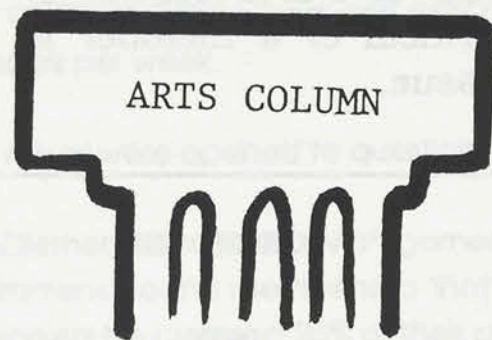
Following our 'stint' on the picket lines together, I was stationed permanently on Gate 3 and met such a great bunch of people from all walks of support staff at the University. We even got to sit in on the Senate's meeting, wherein "Paul" spoke to 2 points he wished to convey to the Senate, after first receiving a "yes" to do so from the floor. We then all filed out of the room, having made our points clear. I shall not forget, ever, the janitress who had named herself "a mopologist" and had awarded herself a degree through a certificate she bought at the drug store! Nor will I forget the sandwiches, coffee, apples provided by 116, or the wiener and marshmallow roasts over the fire at Gate 3.

When I look back, I shall never forget the high morale, the humour, the courtesy and overall good-will exhibited by most of those on the picket lines and the smiles and hellos from those I did not get a chance to speak to. We numbering only a few thousand members made our statement, got our point across, and came out not too badly in the way of a contract.

May all of Life's very kindest and best blessings remain with you now and in the future, my fellow Union member. I shall remember you fondly always!

Most sincerely and affectionately,

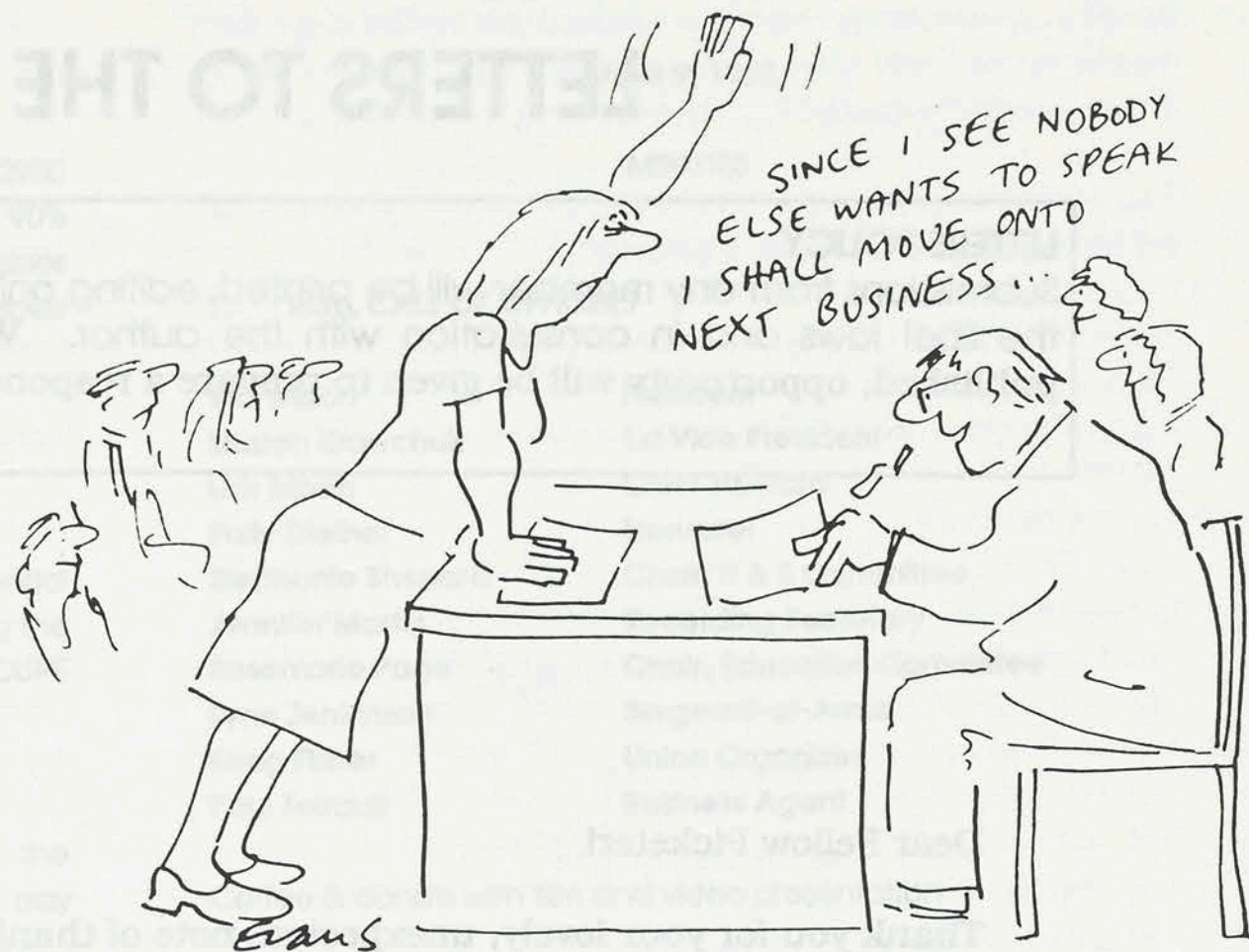
PLEASE SIGN YOUR LETTERS (THE EDITOR SOMEHOW LOST THIS SIGNATURE, WE'RE SORRY)



STRIKE

Strike
 with all your might,
 put on a fierce fight,
 use your clout,
 do not starve yourself out,
 strike collectively,
 strike strategically,
 strike selectively,
 strike at the right place,
 strike in the face
 of things
 where trouble springs,
 strike at the right spot,
 protectively,
 economically,
 effectively
 like a plot,
 make the opponent feel
 you are real,
 do not replenish his coffers,
 seize all offers,
 making hay
 he's getting carried away,
 strike where it works,
 strike where it hurts:
 strike the crown
 off the clown,
 strip the fiendish gown
 down.

Del Revmond
 a member
 of CUPE Local 2950



URGENT NOTICE TO ALL PART TIME EMPLOYEE MEMBERS

As a result of a clarification of Contract Language intent at the recent negotiations, **all** part-timers are **now** eligible for **medical** and **extended health benefits**.

Any part-timer not currently enrolled in these benefits, should send a written memo to Human Resources, Attn: Steve Gorham, to obtain coverage (pls. copy to the Union Office).

CLASSIFIED ADS

CLASSIFIED ADS is a new feature. Guidelines for submission are as follows: typed or clearly hand-written submissions; telephone number and name must accompany ad; ads must be of reasonable length; deadline is the first Friday of each month; and Newsletter reserves right to edit submissions. There is no charge for this service. Take advantage of an opportunity to reach a readership of approximately 1,500!

SICK OF PAYING RENT?

DEPRESSED ABOUT REAL ESTATE PRICES?

DO NOT DESPAIR! There are ways to buy a home that you may never have dreamed possible... ways that are safe, conservative and affordable even though our average salary is \$26,000 per year. If you are interested in learning more about finding properties, getting a mortgage, developing LEVERAGE, or just getting your foot in the door, fill out this form and send it to:

ALANNAH ANDERSON
 c/o CUPE 2950
 CAMPUS MAIL

NAME _____

Home phone # _____

Work phone # _____

Campus Adress _____

I have never owned a home. _____

I own a home now but would like to learn how to maximize my investment. _____

I will be selling my home and need expert advice. _____

I also want to know about: _____

Please use another sheet if needed.

KEYBOARD FOR SALE

CASIO CZ230S Synthesizer, 4 octave Keyboard, 100 preset voices, 20 programmable rhythms, polyphonic and monophonic midi modes. \$350.00 negotiable. Call Susan 822-3700 (w) or [redacted] (h) after 5:30 p.m.

Next Women's Committee Meeting...

June 2, 1992 at 4:30 p.m.

Union Office

For further information, pls. call

Catherine Martell @ [redacted].

GENERAL MEMBERSHIP MEETING**21st MAY, 1992 @ IRC 1****12:30 - 2:30 P.M.****AGENDA**

- 1. ROLL CALL OF OFFICERS**
- 2. ADOPTION OF AGENDA**
- 3. GUEST SPEAKER: CARMELLA ALLEVATO - HEU**
- 4. TREASURER'S REPORT**
 - i. Budget for 1992
- 5. ADOPTION OF MINUTES**
- 6. BUSINESS ARISING FROM THE MINUTES**
 - i. Nominations for Unfilled Positions
Chair, Newsletter Committee
Trustee (term expiring Dec. 31/94)
- 7. UNFINISHED BUSINESS**
- 8. PRESIDENT'S REPORT**
- 9. OFFICE STAFF REPORTS**
 - i. Business Agent
 - ii. Union Organizer
- 10. COMMITTEE REPORTS**
 - i. Chief Shop Steward
 - ii. Education
 - iii. Grievance
 - iv. Health & Safety
 - v. Newsletter
- 11. NEW BUSINESS**

URGENT NOTICE

KEYBOARD FOR SALE

EMPLOYEE MEMBERS

As a result of a clarification of Contract Language intent at the recent negotiations, all partners are now

eligible for eligible and

June 2, 1992 of 4:30 p.m.

Any partner not currently enrolled in

these benefits should send a written

request to the Union Office

to receive a copy of the contract

and a copy of the contract to the Union Office.