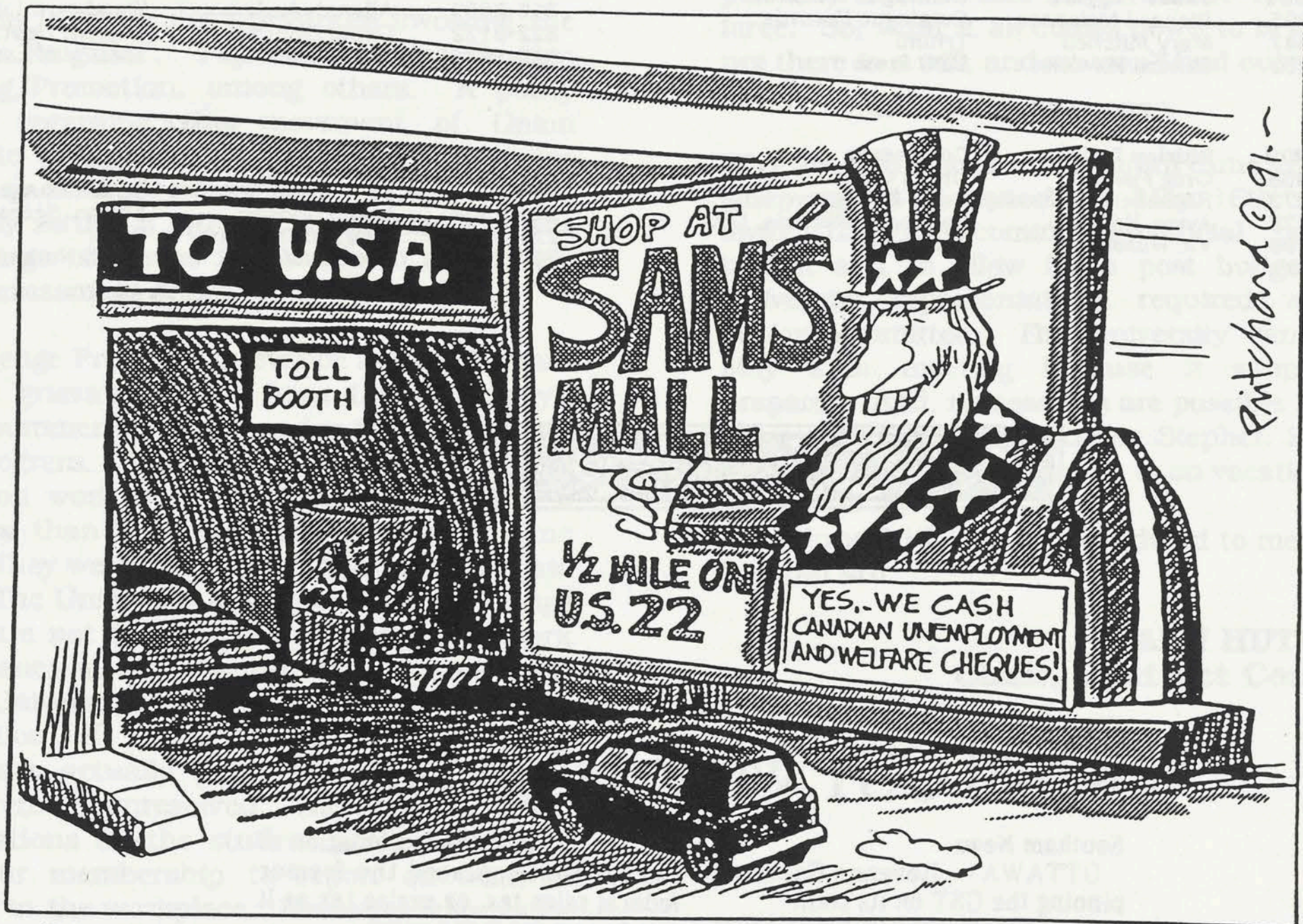




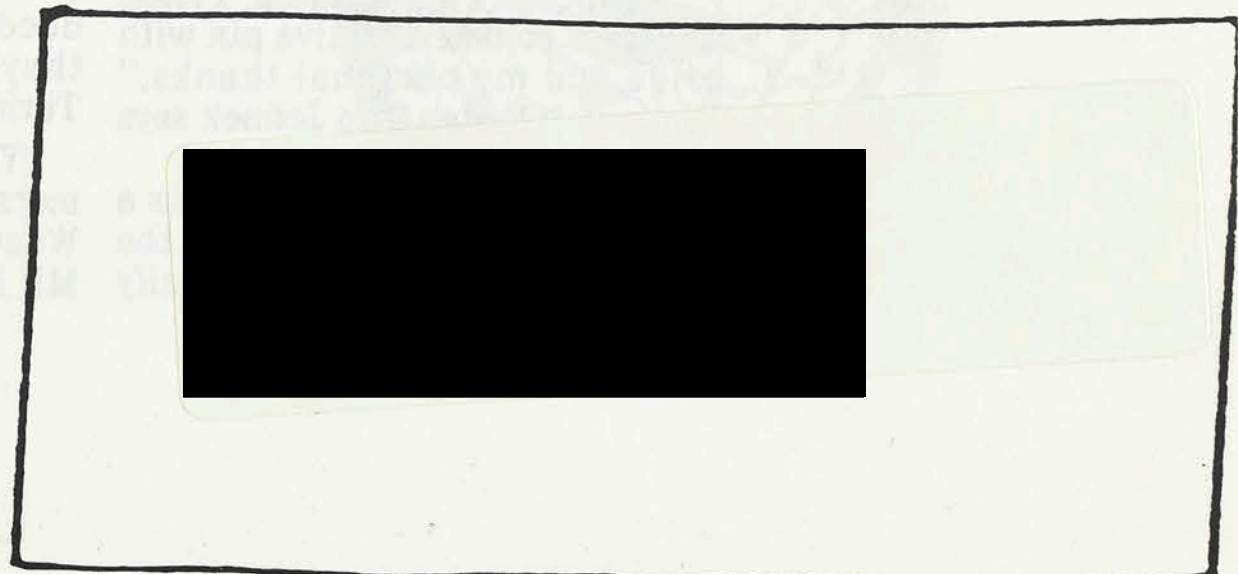
# On Cue

JUNE 1991



## IN THIS ISSUE...

Cue Representative List	2
GST Workers	2
Grievance Committee Report	3
Contract Committee Report	3
Business Agent's Report	4
President's Report	5-6
Secretary-Treasurer's Report	6
Financial Statements	7-9
Letters	10-12
Know Your Contract	13
UBC Library Pruning Update	14-15
Poetry Corner	16-17
Membership Minutes May 23/91	18
Pension Plans	19
Agenda for June 20th Meeting	20





## C.U.E. REPRESENTATIVE LIST

## EXECUTIVE COMMITTEE

224-2308	<b>President</b>	<b>Greg Fisher</b>
822-8273	1st Vice-Pres.	Shirley Irvine
822-5478	2nd Vice-Pres.	Ann Hutchison
	Rec. Secretary	
822-6250	Health & Safety	Stephen Montgomery
822-8498	Chief Steward	Vic Wilson
822-3097	Secretary-Treas.	Polly Diether
	Job Eval.	
	Education	
822-5951	Communcation Ctte.	Jan Taggart
822-2882/3	Sarg-at-Arms	Lynn Jenkinson
822-5925	Sarg-at-Arms	Sharon Krowchuk

## TRUSTEES

822-3596	Trustee	Denise Field
822-3580	Trustee	Eniko Wilkie

## COMMUNICATIONS COMMITTEE

822-5951	<b>Janet Taggart</b>	<b>Catalogue Records</b>
822-4995	Richard Melanson	Catalogue Records
222-1047	Mary Mitchell	Triumf
822-3259	Sandra Hawkes	UBC Press

## GRIEVANCE COMMITTEE

822-8273	<b>Shirley Irvine</b>	<b>Commerce</b>
822-2308	Greg Fisher	Union Office
222-5273	Rochelle delaGiroday	Cont. Education
822-5478	Avron Hoffman	Catalogue Records, LPC
822-8498	Vic Wilson	Commerce

## HEALTH &amp; SAFETY COMMITTEE

822-6250	<b>Steve Montgomery</b>	<b>Financial Services</b>
822-3336	Pat Fornelli	Dean's Office, Science
822-2882/3	Stephanie Swan	Woodward Library
822-4325	Rita Harder	Student Counselling

## CONTRACT COMMITTEE

822-5478	<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

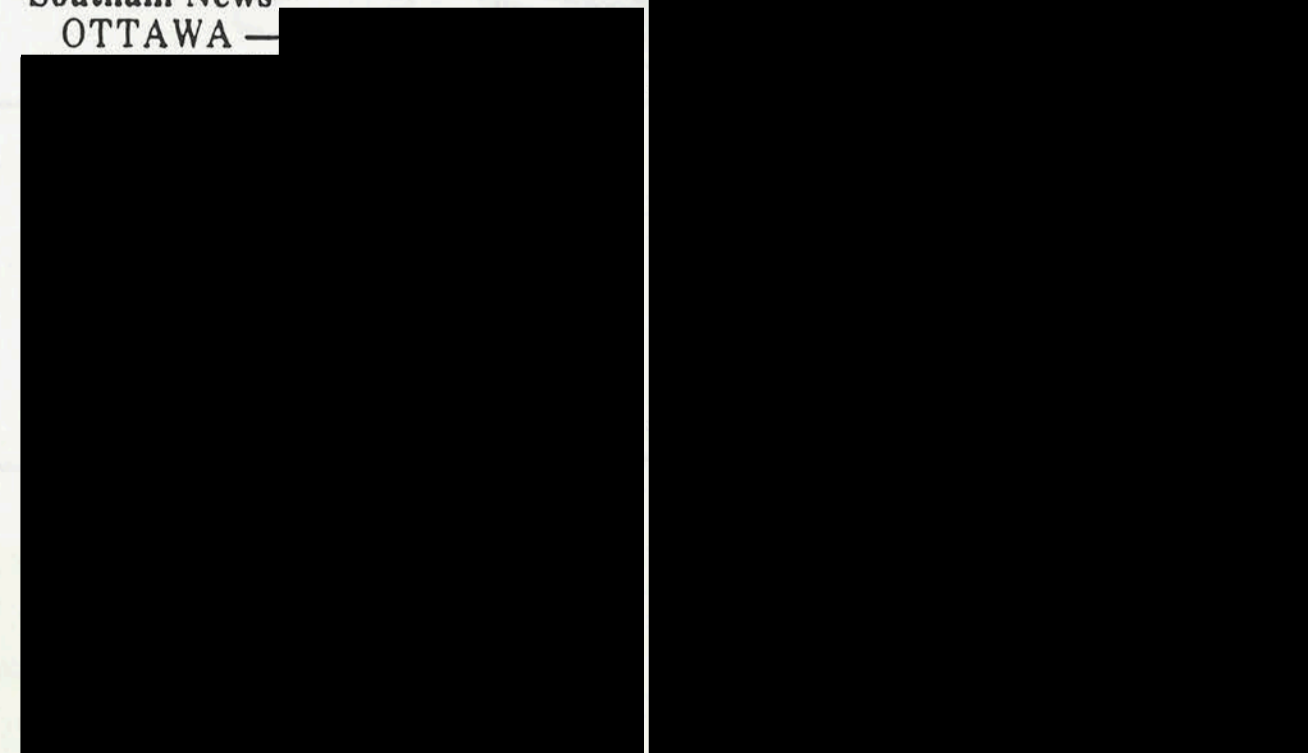
## STAFF

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

FAX 224-6496



## 8,000 GST workers get pins

Southam News  
OTTAWA —

## GRIEVANCE COMMITTEE REPORT

## Grievance Update

We have several grievances at the arbitration stage. Five involve reclassifications/misclassifications. Three tuition fee benefit grievances (combined into one) are also at the arbitration stage. Other grievances at this stage involve Telereg, Reassignment, WCB Vacation and Sick Leave Entitlement, and Harassment. A few grievances at the arbitration stage have been adjourned pending either the outcome of contract negotiations or the IRC application on the bargaining unit positions. A grievance on "flexitime" is also at the arbitration stage.

At the Step III there are grievances involving the "Challenge Program", "Flexitime", Reclassification and Hiring/Promotion, among others. A policy grievance regarding the movement of Union positions to outside the bargaining unit has also been filed to cover all future removals of positions. We recently settled a harassment grievance at the Step III stage on terms favourable to the Union. Another harassment grievance is not resolved.

The "Challenge Program" grievance is an important one. The grievance arose from the University's hiring of summer students under the government funded program. In some offices students were doing Union work but were being paid at much lower rates than our members and received no benefits. They were not part of the Union and paid no dues. The University has agreed that Challenge Students are not to perform bargaining unit work but the issues of the large amount of back dues that the University owes to the Union and the determination of which duties the Challenge Students are actually performing in this year's positions remain unresolved. The Union reviewed the applications for the student positions but we rely on our membership to report on what is happening in the workplace. Members who notice Challenge Students doing bargaining unit work should notify the Union.

**SHIRLEY IRVINE**  
Chair, Grievance Committee

**DARLENE MARZARI**

NDP MLA for Point Grey will be speaking at our next General Membership Meeting on Thursday, June 20th.

Please read the letter addressed to Mr. Loenen, in the correspondence section for further information.

## CONTRACT COMMITTEE REPORT

The last time we met with the University was May 8th & 9th. We concluded the "hiring, transfer & promotion" group of proposals and exchanged positions on "odds & sods", our only outstanding non-monetary group. Then Joe Denofreo, our negotiator, tried to get an idea from the University about how it intends to approach monetary issues in light of Bill 82 (wage controls). If our employer wants to address pay equity and the inequities in our wage structure it can do so under the guidelines of this legislation. If the University is prepared to do this a speedy settlement is possible. In fact, if it doesn't address pay equity all its publicity around this issue will be reduced to a farce. So, what it all comes down to is whether or not there is a will, and we won't find out until June 25th.

Why are there no meetings until June 25th? Both sides agreed to cancel the May 16th session to await the forthcoming Provincial government budget and to allow for a post budget meeting University representatives required with their senior committee. The University cancelled the May 27th meeting because it simply wasn't prepared. And, no sessions are possible in the first three weeks of June because Stephen Hammond, the University spokesperson, is on vacation.

After June 25th, we are scheduled to meet on July 3rd and 4th.

**ANN HUTCHISON**  
Chair, Contract Committee





**Flex-time**

This is a subject which is close to the hearts of many CUPE 2950 members. Our Collective Agreement with the University states:

**Article 28.02**

*The Employees in each department or library division, under guidelines of this Article, shall decide which form of week they will work, subject to approval of the Department Head.*

*Departmental approval shall not be unreasonably withheld. The four basic forms of work week shall be:*

- i. 7 hours, per day, five days a week.
- ii. 8 3/4 hours per day, 4 days a week.
- iii. 7 3/4 hours per day, nine days per two week period.
- iv. 11 2/3 hours per day, 3 days per week

You have the right to choose; the department can't unreasonably refuse. This is a contractual right. Many managers don't understand this clause in the Collective Agreement. They believe that Flex-time is a privilege which they can dole out or not dole out to members as they see fit. Some managers even say that as a policy there is no flex-time in their department and that individual requests for flex-time will not be entertained. Managers simply cannot make such a blanket policy.

**Reasons for Refusal**

Managers give many reasons for refusal: "it's not convenient", "the faculty likes to know when the secretaries are available", "we've always had a 5 day week", "I work 5 days a week, so should the office staff", "the department can't afford it". These are not legitimate reasons for refusal. Legitimate reasons might include lack of coverage for emergencies or a scheduled need to deal with public 5 days per week during office hours. However, even in these cases, it is possible with creative scheduling to ensure that coverage for the above situations exist in a flex-time work week.

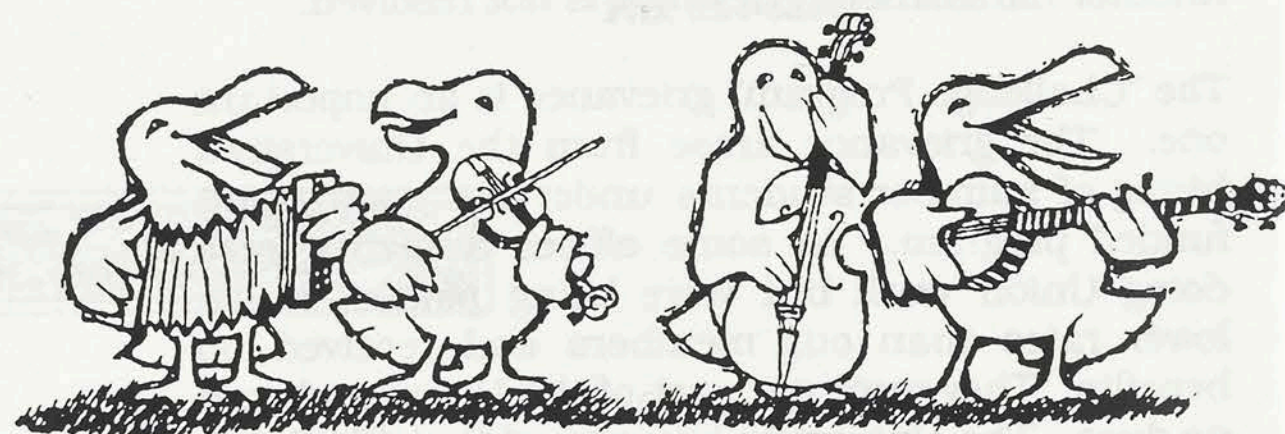
It is a source of constant amazement to hear a manager say on one hand... "We need Mary 5 days a week to cover student admissions, no one can really cover for emergencies that arise, therefore no flex-time" and then on the other hand say... "No we didn't replace Mary while she was on vacation there was plenty of coverage in the office for her emergency work".

You have the right to flex-time, if you have any questions give us a call at the Union office. We have now, another grievance -- Flex-time in Biochemistry going to arbitration.

**IRC Application on Excluded Positions**

As I mentioned at the last Union meeting, the Union and the University have met with the Industrial Relations Council on this question. We have worked out a process to investigate the first 24 positions in dispute. More information will be forthcoming on this in the next issue.

**PAUL TETRAULT**  
Business Agent

Fourteenth Annual**Vancouver Folk Music Festival**

July 19, 20, 21, 1991 • Jericho Beach Park

**PRESIDENT'S REPORT****Benefit Premiums Policy**

I have reported previously on the large sums of money being spent by this Local on paying the benefit premiums for those members off work on unpaid medical leave of absence (over \$20,000 in 1990) and as a result of investigations into this and the status of members on the billing list, the Executive recommended and the membership on May 23, 1991 approved the following motion:

**MOVED:Diether/SECONDED:Hutchison**  
That members on medical leave have their portion of MSP/EHB/Dental/GPL/LTD premiums owing paid for up to 6 months of medical leave. Hardship cases will be considered after this period.

**CARRIED**

The important fact to note is that when someone is accepted onto the Long Term Disability Plan, the plan pays their benefit premiums. The qualifying period for LTD is 6 months and the only qualifier for acceptance onto the plan is an inability to perform your job because of medical reasons. To our knowledge, no one has been turned down under this definition. Those who will now no longer be paid for are receiving a months notice.

**Election of Executive Committee Members**

I have received a letter from Denise Field drawing my attention to the fact that the letter of the Constitution was not followed when last we selected for the positions of Chief Shop Steward as well as the Chairs of the Health & Safety and Communications Committees. The Constitution says that these 3 positions should have been filled by election at a membership meeting as were all the other Executive positions. Rather, the procedure that has been loosely in place for the last few years, that was the process according to the old AUCE Bylaws, was followed. These positions were elected by their Committees and then were ratified at General Membership meetings. The terms of the Executive positions expire at the end of this coming December, so when we next select for these positions we will either follow the strict letter of the Constitution or any Bylaws which the Local might properly have enacted by then.

**Local Bylaws**

As I and the Executive have become more and more aware of the need for some Local Bylaws, I have decided to strike a committee to finalize a draft set to be brought to the membership. I have appointed (and they have accepted) Shirley Irvine, Ann Hutchison, and myself to the Committee. There are several draft sets in existence which we will examine and bring together into one single set.

We will begin this process upon completion of Contract Negotiations and intend to publish the draft set in the Newsletter in Sept. or Oct. discuss, debate and possibly amend the draft at 2 membership meetings and hopefully enact them Jan. 1, 1992.

**Employee Assistance Plan Committee**

I unfortunately had to report at the May meeting that the Committee is stuck on one very important point. The University, the Management & Professionals Representative and the Non-Union Technicians' Representative have taken the position that Management personnel should be able to discuss the Employee Assistance Plan anytime with an employee without anyone else being present.

All of the Campus Unions, along with the Faculty Association have compromised from our original position that managers should not speak to employees regarding the plan at all, to our final position that at least a Steward (or in the case of Non-Union employee someone of their choice) be present as well.

The University, it seems, is unwilling to have witnesses to these meetings. It is clear that this would be an open invitation for "bad" managers to harass our members.

We have taken the position we have because everything we have learned from the literature and professional consultants in the field tells us that the University's position could well mean the early death of the EAP.

If people don't have abundant trust in the plan and it's processes -- they won't use it!

We haven't given up yet, though. We will be sending a letter to Dr. Strangway attempting again to elicit some movement by the University because without it we cannot continue.

**CUPE National Convention**

The biennial CUPE National Convention is coming up again in October at Winnipeg. The Constitution allows that for our membership total we may sent up to 5 voting delegates. The Executive recommended the following motions to the membership.



**PRESIDENT'S REPORT (page two)**

**MOVED:**Hutchison/**SECONDED:**Wilson  
That the Executive recommend to the membership at the May 23, 1991 meeting that:

The Local send 5 delegates to the CUPE National Conventions in Winnipeg in Oct. 1991.

Nominations of 5 delegates and 2 alternates be opened at the May membership meeting and be closed at the June membership meeting.

That the election be held at the June membership meeting.

The alternates would only be sent to the Convention if one of the elected delegates is unable to go.

**CARRIED**

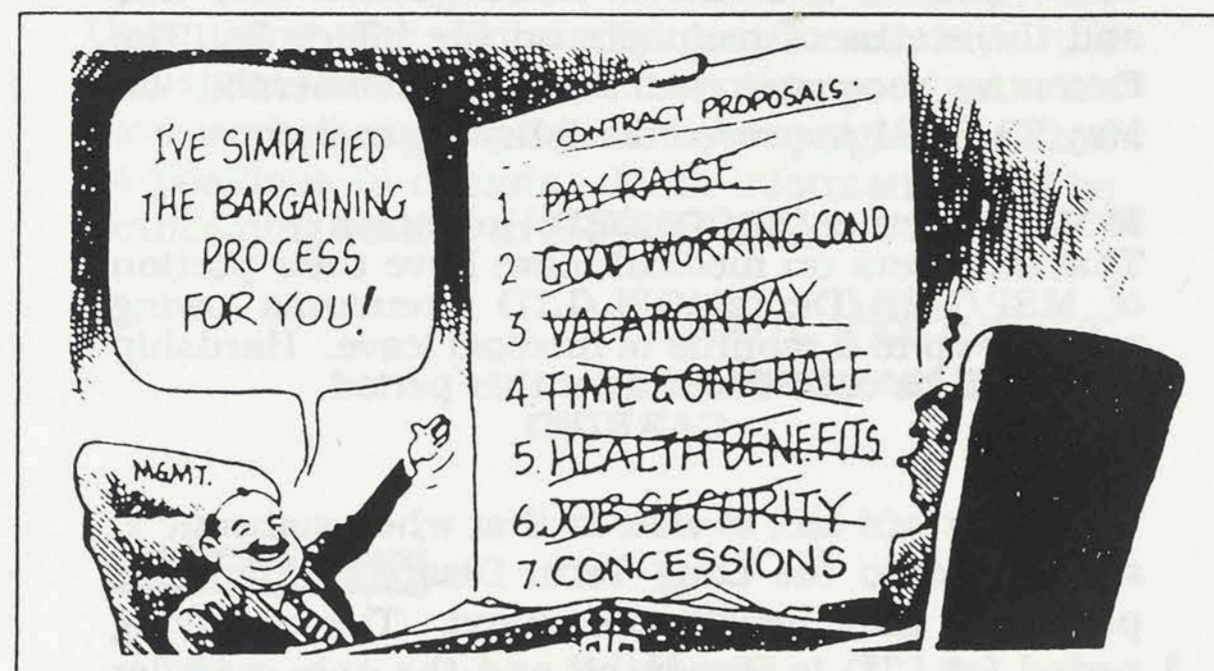
**MOVED:**Hutchison/**SECONDED:**Wilson  
That we recommend to the membership that Paul be sent to the Convention as an observer.

**CARRIED**

Both motions were carried by the membership and several nominations were made. (For a list, see the minutes of May 23rd in this newsletter). Nominations will be accepted at the June meeting but they will then close and the election will be held. The first 5 nominees with the most votes will become the Delegates and the next 2 highest totals will be designated as Alternates.

See you at the meeting.

**GREG FISHER**  
President & Union Organizer

**SECRETARY TREASURER'S REPORT**

At the May 22nd Executive meeting, motions were made to donate \$100 each to three organizations: Canadian PID (Pelvic Inflammatory Disease) Society, Mayworks, and CUPE Local 1230 (at the University of Toronto). Financial statements for the month of April are included in the newsletter. Trustees are presently examining the 1990 audit prior to publication.

**POLLY DIETHER**  
Secretary Treasurer

CANADIAN UNIVERSITY EMPLOYEES  
CUPE LOCAL 2950  
Interim Statement of Income  
4 Months Ended 30 April 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	43,562.12	150,738.11	147,900.00	2,838.11
Interest Income	1,375.38	4,619.43	4,600.00	19.43
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
	44,937.50	155,357.54	203,200.00	(47,842.46)
<b>EXPENDITURES</b>				
Arbitration Expense	0.00	4,294.75	51,500.00	(47,205.25)
Contribution to Strike Fund	0.00	0.00	0.00	0.00
Course Fees and Conferences	403.40	10,027.73	11,500.00	(1,472.27)
Depreciation	206.00	824.00	800.00	24.00
Donations	0.00	200.00	400.00	(200.00)
Subscriptions	172.43	297.43	700.00	(402.57)
Equipment Lease	285.86	1,144.64	1,200.00	(55.36)
Executive & Committee Expenses	98.67	570.78	600.00	(29.22)
Exec & Comm Booking Off	2,494.07	10,066.49	7,200.00	2,866.49
Insurance	64.33	257.32	300.00	(42.68)
Interest & Bank Charges	0.00	0.00	40.00	(40.00)
Accounting Fees	1,287.25	2,517.25	1,600.00	917.25
Medical Benefits--Members	1,716.40	7,012.56	8,000.00	(987.44)
Newsletter	904.00	2,711.70	3,400.00	(688.30)
Office Supplies	83.32	667.46	1,600.00	(932.54)
Per Capita Tax -- C.U.P.E.	18,600.00	72,486.13	73,760.00	(1,273.87)
Postage/Courier/Fax	0.00	85.13	200.00	(114.87)
Printing	0.00	349.48	800.00	(450.52)
Legal/Professional/Consulting	0.00	0.00	400.00	(400.00)
Rent & Taxes	1,110.13	4,492.52	4,400.00	92.52
Repairs & Maintenance-General	16.00	315.20	500.00	(184.80)
Repairs & Maintenance - Equip	401.36	955.95	680.00	275.95
Salaries - Union Office Staff	8,592.00	33,878.91	36,125.00	(2,246.09)
Benefits - Union Office Staff	1,017.58	5,022.71	8,100.00	(3,077.29)
Taxi & Parking Expenses	573.16	1,255.68	600.00	655.68
Telephone	290.34	648.15	1,400.00	(751.85)
Utilities	0.00	329.76	320.00	9.76
	38,316.30	160,411.73	216,125.00	(55,713.27)
<b>EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES FOR THE PERIOD</b>	6,621.20	(5,054.19)	(12,925.00)	7,870.81

**BLOW ON THIS DOT !**

-DAVE-

© 1990, UCS

Graphic: UCS / CALM

IF IT TURNS RED, IT MEANS  
WE'D GET RAISES EVEN IF  
WE DIDN'T HAVE A UNION



CANADIAN UNIVERSITY EMPLOYEES  
 CUPE LOCAL 2950  
 INTERIM BALANCE SHEET  
 30 April 1991  
 (UNAUDITED - SEE NOTICE TO READER)

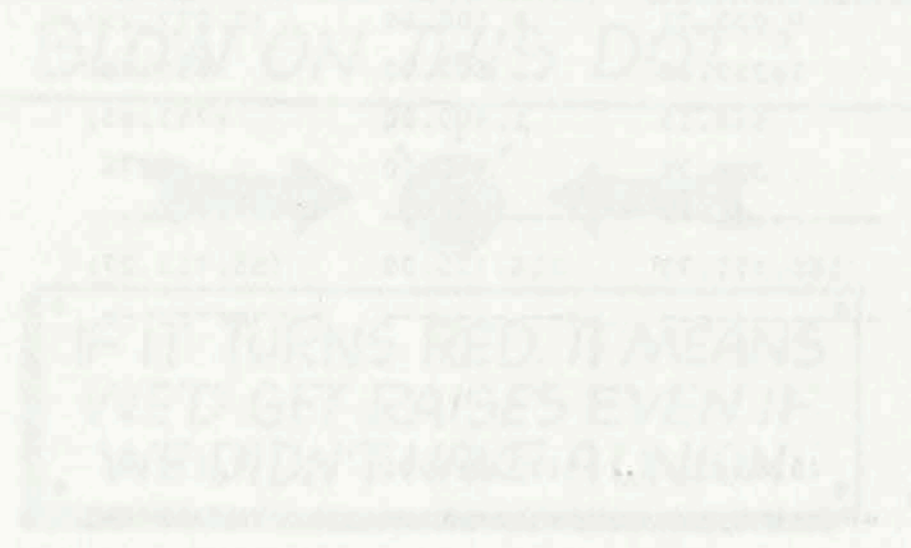
LIABILITIES & EQUITY

GENERAL FUND	
Current	
Accounts Payable	\$ 15,584.28
Estimated Amounts Payable	51,630.79
Due to Strike Fund	0.00
	-----
	67,215.07
	-----
Obligation under Capital Lease	0.00
	-----
Equity - Beginning of Year	141,271.40
Under(Over) Expended Revenue - Current Year	(5,054.19)
	-----
	136,217.21
	-----
	203,432.28
	-----
STRIKE FUND	
Current	
Accounts Payable	0.00
	-----
Equity	191,024.69
	-----
	191,024.69
	-----
	\$ 394,456.97
	-----

SECRETARY TREASURER'S REPORT

At the May 22nd Executive Meeting, the Secretary made a donation of \$100 to the Canadian Federation of Labour Unions and CUPE Local 2950 for the University of Toronto. Financial statements for the period of April are included in the document recently containing the 1990 audited publication.

POLLY DUNN  
 Secretary Treasurer



CANADIAN UNIVERSITY EMPLOYEES  
 CUPE LOCAL 2950  
 Interim Balance Sheet  
 30 April 1991  
 (UNAUDITED - SEE NOTICE TO READER)

ASSETS

GENERAL FUND	
Current	
Cash	\$ 31,374.17
Petty Cash	200.00
Term Deposits	103,493.88
Accounts Receivable	48,608.81
Prepaid Expenses	5,304.75
	-----
	188,981.61
	-----
Fixed	
Furniture & Fixtures	7,810.46
Computer Equipment	21,319.01
Leasehold Improvements	7,206.90
Less accumulated depreciation	(21,885.70)
	-----
	14,450.67
	-----
	203,432.28
	-----
STRIKE FUND	
Cash & Term Deposits	45,195.72
Investments at Market Value at 31/12/90	145,296.00
Accrued Interest	532.97
Due from General Fund	0.00
	-----
	191,024.69
	-----
	\$ 394,456.97
	-----

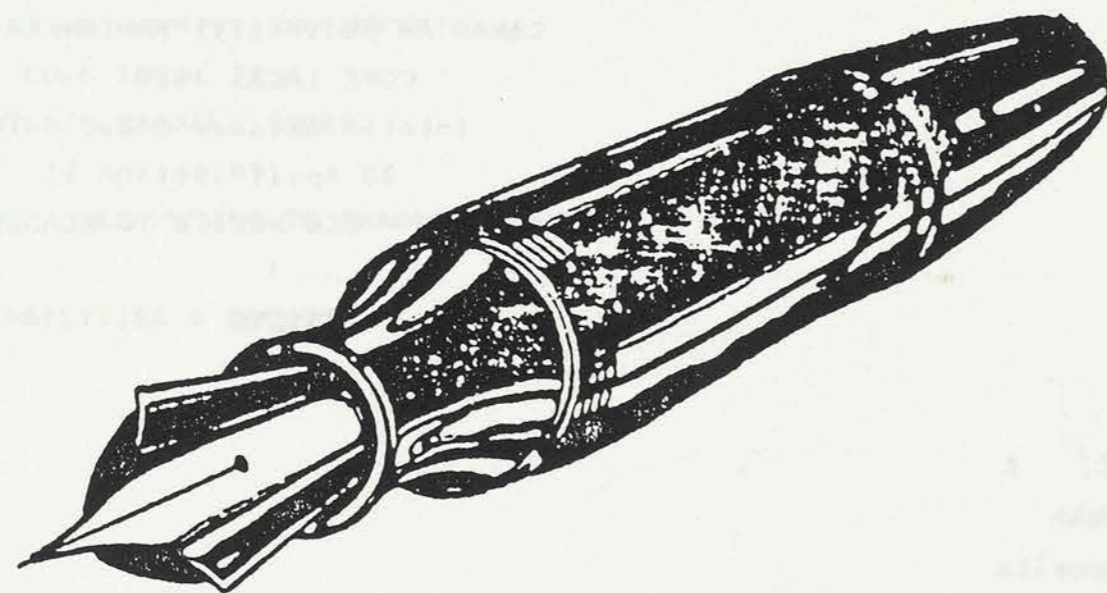
Selecting on the long ago past, I remember when you worked in the Social Division of the Library. I remember you started out in the Main Library and finished in the Library Processing Centre. I started working at UBC in 1968 you were already working here then. I say finished because you took a long term leave of absence from Seattle to become the full-time paid Union Co-ordinator. Our Union had a different name then, we were called A.U.C.U. Local No. 1.

You did women service as you handled the bulk of the work at that time. When I see you in the kitchen in the confidence of a CUPE 2950 meeting, I feel warm towards you. I bid you welcome. This is your home, your Union. This is your family.

Thanks a lot for coming Carol!

Written by Richard Melanson





APRIL 25, 1991

TO THE SERGEANT-AT-ARMS  
AND THE CHAIRPERSON OF  
THE GENERAL MEMBERSHIP MEETING  
OF APRIL 25, 1991  
CUPE 2950

I WAS ABSOLUTELY APPALLED AND STUNNED TO SEE CAROLE CAMERON GET UP TO SPEAK TO OUR MEMBERSHIP.

AT THE BEGINNING OF THE MEETING, HER PRESENCE WAS NOT ACKNOWLEDGED TO THE MEMBERSHIP. I WAS NOT AWARE THAT SHE WAS IN THE ROOM UNTIL SHE STOOD UP TO SPEAK.

IT IS A SERIOUS BREACH OF SECURITY TO HAVE A NON-MEMBER OF OUR LOCAL PRESENT WHILE WE CONDUCT OUR BUSINESS, UNLESS APPROVED BY THE MEMBERSHIP THAT THEY AGREE TO THE PRESENCE OF SAID NON-MEMBER. THIS WAS NOT DONE.

I STRONGLY ASK THAT YOU APOLOGIZE TO THE MEMBERSHIP FOR THIS BREACH OF SECURITY.

YOURS TRULY,

DENISE FIELD  
TRUSTEE  
C.U.P.E. LOCAL 2950

CC COMMUNICATION COMMITTEE  
FOR THE MAY NEWSLETTER

May 16, 1991

DENISE FIELD  
TRUSTEE  
C.U.P.E. LOCAL 2950

Denise:

I appreciate your letter outlining your concerns regarding security at our last membership meeting. However, your complaint has no basis under the current C.U.P.E. constitution, which now governs our local.

I question why this concern was not raised during the meeting, rather than after the fact. Carole Cameron's presence at the meeting was announced in the April union newsletter. This would have been the appropriate time to express your concerns.

I also question why you have not queried the presence of other non-local union members at previous meetings.

Thank-you for your ongoing support of C.U.P.E. local 2950.

Sincerely,

Lynn Jenkinson,  
Sergeant-at-Arms,  
Local 2950. C.U.P.E.

### Open Letter of Welcome as a Form of Editorial Comment

Dear Carole Cameron,

I see you sitting in the middle of the CUPE 2950 audience at the April 25th meeting. I see you there leafing through your scribbled notes preparatory to presenting the CUPE Job Evaluation plan to us. I note that you sat at the contract table with our CUPE 2950 representatives. I feel like you are family.

Reflecting on the long ago past, I remember when you worked in the Serials Division of the Library. I remember you started out in the Main Library and finished in the Library Processing Centre. I started working at UBC in 1974, you were already working here then. I say finished because you took a long term leave of absence from Serials to become the full-time paid Union Co-ordinator. Our Union had a different name then, we were called A.U.C.E. Local No. 1.

You did yeoman service as you handled the bulk of grievances at that time. When I see you in the audience of a CUPE 2950 meeting, I feel warmth towards you. I bid you welcome. This is your honorary Union. This is your family.

Thanks a lot for coming Carole!

Written by Richard Melanson



graphic: CALM





Canadian  
University  
Employees

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

CUPE LOCAL 2950

224-2308

June 5, 1991

**BY FAX**

Dear Mr. Loenen,

Re: Speaker for CUPE 2950 Meeting -- June 20, 1991

As I mentioned to your office on May 24, CUPE 2950 has invited a speaker from the New Democratic Party and a speaker from the Social Credit Party to answer the following questions at our June 20th membership meeting:

- A. What are the parties current positions on Bill 82 (Compensation Fairness Act), Bill 19 (Industrial Relations Act, & Pay Equity)?
- B. If elected, what changes would you make to these 3 areas of concern?

The NDP has provided a speaker to attend this meeting, but unfortunately I have been unable to get a Social Credit speaker. I firstly contacted the Social Credit head office in Richmond and they referred me to the protocol office in Victoria. The protocol office then referred me to your office and I spoke to Vivian Vosberg, who advised me to contact the individual Ministers' offices to look for a speaker. I contacted the offices of the Minister of Labour, the Education Minister and the Minister in charge of Women's Programs, unfortunately without success. I then contacted the Greater Vancouver constituency offices for which I had phone numbers, again without success. I then phoned Ms. Vosberg to tell her of my plight and our upcoming newsletter deadline of June 3rd. She informed me after speaking with you that M.L.A's were not available right now because the Legislature was in session.

CUPE 2950 is still interested in having a Social Credit speaker at the June 20, 1991 membership meeting. However if we haven't heard from you by June 14th, we will presume that no Social Credit speaker is available.

Yours truly,

*Ann Hutchison*

ANN HUTCHISON  
Vice President, CUPE 2950  
Fax: 224-6496

AH/lch

## KNOW YOUR CONTRACT

### ARTICLE 21 - PERSONAL STUDY BENEFITS

#### 21.01 Tuition Fee Benefit

On completion of the probationary period, a continuing full-time employee, excluding sessional employees, shall be entitled to tuition fee benefit to take or audit credit courses to a maximum of six (6) units per year (12 months). Non-credit courses may be taken to the equivalent in fees over a year. To determine the equivalent value in fees, reference should be made to the fee for three (3) unit courses in the University Calendar under the heading, "Fees, Summer Session". Tuition fees shall be waived, but the employee shall pay the cost of materials, equipment or travel associated with the course.

#### 21.01 (cont) - 21.07

This benefit shall also be available to a continuing part-time employee who works more than seventeen and one-half (17 1/2) hours per week. This benefit may be transferred in full or in part to the eligible employee's spouse or dependent child to take or audit credit courses to a maximum of six (6) units per year.

#### 21.02 Location

Courses may be taken on or off the Point Grey Campus.

#### 21.03 Credit/Non-Credit Courses

Both Credit and Non-Credit courses may be taken.

#### 21.04 Courses During Working Hours

An employee may take one (1) University of B.C. course per year during working hours if the Department Head agrees to the required time off and make-up time arrangements. Permission for such arrangements shall not be unreasonably denied.

#### 21.05 Procedure

An employee eligible for study benefits as outlined in Article 21.01 (Tuition Fee Benefit) must first complete the APPLICATION FOR TUITION FEE BENEFIT, available from the Personnel Services office, and return the form to the Personnel Services office for authorization. The Personnel Services office will verify the employee's eligibility for tuition fee benefit, complete the AUTHORIZATION section and return the necessary copies to the employee.

#### 21.06 Graduate Studies

This benefit does not apply to Graduate Studies courses.

#### 21.07 Minimum Enrollment Requirements

It is understood and agreed that courses will not be scheduled on the basis of staff requests; minimum enrollment requirements are to be met by paying registrants.



# LIBRARY Planning Update

June 1991

Number 2

## Employee of the Month



Congratulations to our Employee of the Month (EOM). Her attendance has been exemplary during her years of dedicated service - never missing an honest day's work, whether or not she was sick. In 1986, she won the \$50 "Suggestion of the Year Award (SOYA)" for her recommendation that Ritchie and Associates be brought on board. As well, she chairs Phase I of the Integrated Molecular Cloning Wellness Task Group. Throughout she continues to maintain a High Level of Professionalism (HLP).

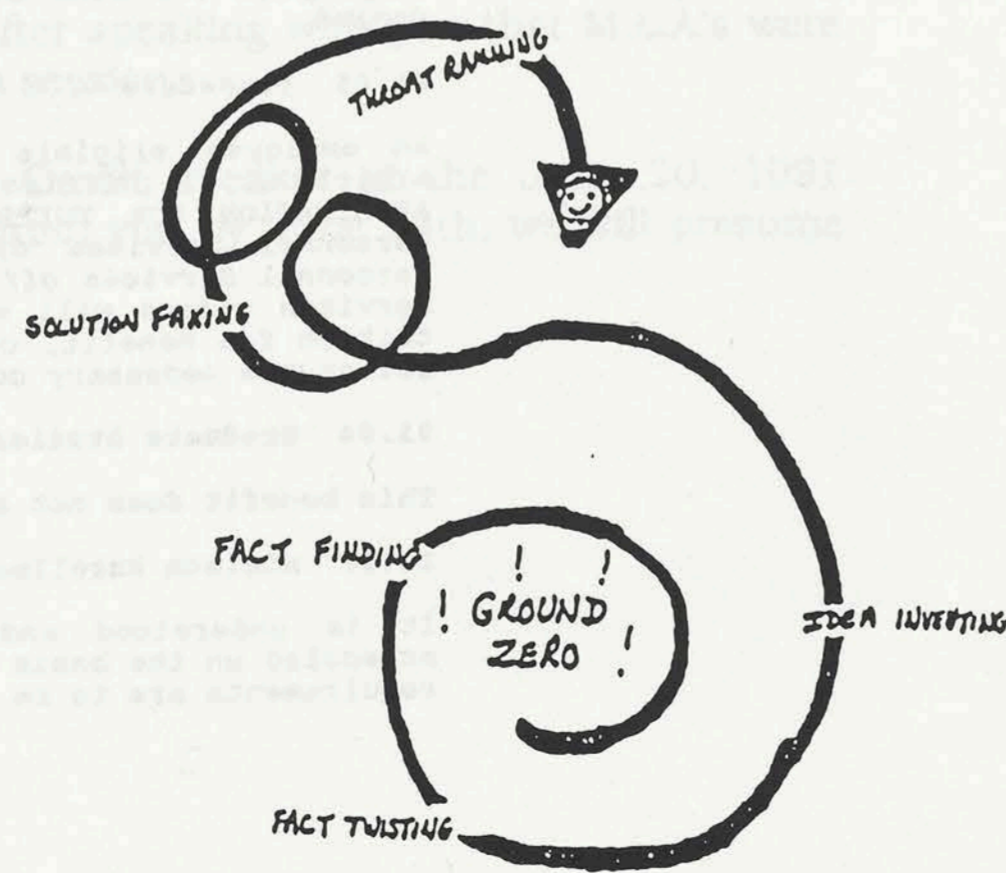
We know who this employee is, and it's time to say thank you. Here's our chance to recognize her special efforts with the Golden Bookmark Award (GBA).

Our employee of the month has kindly offered to host next month's coffee spotlight in the Fine Arts Stacks.

## Productivity Workshops

All staff are encouraged to attend one of the day long Productivity Workshops to be held on Saturday, June 29th, Sunday, June 30th, and Monday, July 1st. John Garden, from the Association for the Advancement of Performance Science will conduct the workshops. Topics include defining productivity, barriers to productivity and different techniques for Productivity Enhancement (PE). Small groups will experiment with the Level Pressure Technique (LPT) and other methods designed to enrich individual accountability. Participants will take the Krypton Motivation Meter Inventory to determine their own level of commitment to the Library.

Below is a drawing from an enthusiastic early registrant for the workshop.



PRODUCTIVITY

A Mindless State

*"Every good planning process has a rumor mill"*

*Jacqueline Myers-Briggs*

Please ignore the following rumors:

There exists a secret engineer's report by John Grisly about the Sedgewick Library

Support Staff will be reduced by 75%, and 1 out of every 4 trained professionals will either be terminated or required to take a reduction in pay to compensate for pay raises at higher management echelons.

## Systematic Terminology Synthesizer

For those of you who have been following the Strategic Planning Updates (SPU) and have had trouble understanding certain concepts, we have devised a way to help you: the Systematic Terminology Synthesizer (STS).

The synthesizer is simple to use. Whenever you are unsure of a certain phrase or idea simply pick any three digit number, and then find the matching word from each column. For example, 911 produces "optional gap challenge". Being able to see the words from a different perspective should help explain these rather difficult terms, with a minimum amount of effort.

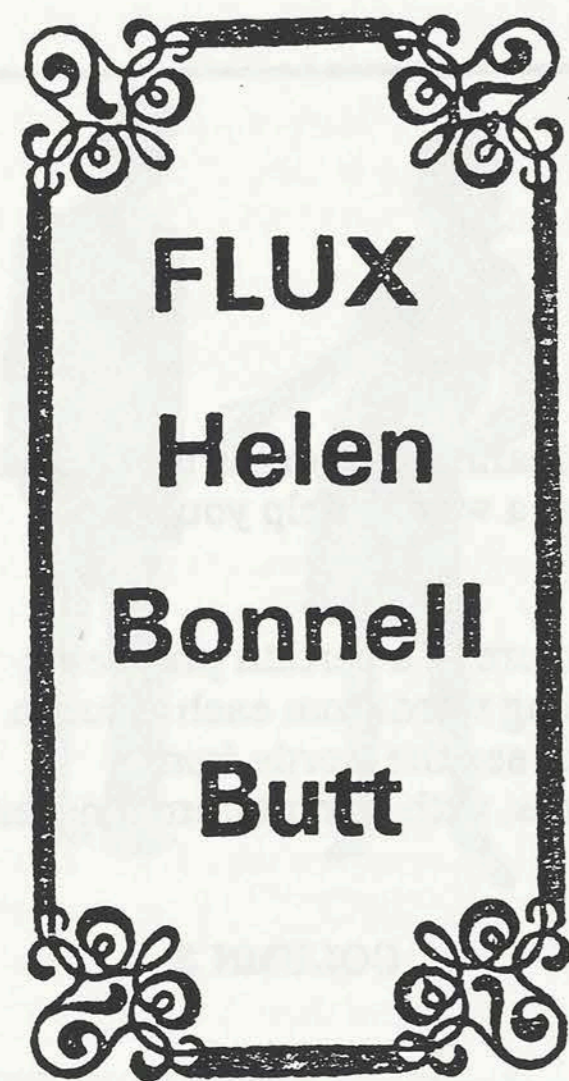
COLUMN 1	COLUMN 2	COLUMN 3
0 creative	0 developmental	0 outlook
1 demonstrated	1 gap	1 challenge
2 automated	2 external	2 commitment
3 targeted	3 mission	3 scan
4 dynamic	4 initiative	4 vision
5 comprehensive	5 focal	5 reorganization
6 ongoing	6 flatter	6 value
7 upgraded	7 assessment	7 impact
8 blurred	8 team	8 camaraderie
9 optional	9 policy	9 flexibility

This bulletin was prepared by the CUPE 2950 Library Committee. We welcome all comments on this bulletin and encourage CUPE 2950 members and other interested people to contact us with their views. Any interested CUPE 2950 member is invited to join the Committee. Telephone: 822-5478 and ask for Aaron Hoffman or Ann Hutchison.



# POETRY

## CORNER



© 1986 Helen Bonnell Butt



A Writers Workshop Book

### WEATHERED

It's hard to talk about the weather here —  
I wonder why.

Is it because the changes are so few ?

Of course, I could write  
to the folks back home  
about the weather here.  
I could contrast it  
with what they know of weather —  
for that is what I know  
plus this that is new  
to me and unknown to them.

To talk of the weather here  
I need another context :  
if I want to talk with the people here  
I've got to know  
how today differs  
from yesterday ;  
and how it differs from normal —  
the changing norm of the years —  
and perhaps, most of all,  
how the climate has changed  
since the old were young,  
since the trees have been cut  
and blocks of concrete  
have steadily grown in their stead.

To talk about weather  
is not so inane :  
if you know how to talk  
about weather,

that shows  
that you've been here a while.  
It shows  
YOU BELONG.

### DRIVE

Take a man  
he keeps at it  
works day and night  
at his career.

He's got drive  
drives the driver  
drives the steno  
drives the artist  
drives his wife  
comes late to meals  
comes late to bed  
just keeps at it  
all the time  
and he succeeds —  
at least  
some do.

I used to have a career  
before I got married.

Oh, I still try  
to keep my hand in  
but women, you know —  
the female's precocious  
and then fizzles out

trying to have a career  
on a free-lance basis  
around the meals  
around dishes  
around babies and growing children

being her own steno  
her own typist  
her own artist  
her own peon

but when I give that free-lance lecture  
complete with visuals  
made by me

I'm so impressed with *myself*

because I know  
that I haven't driven  
a single soul  
outside of my own  
to achieve  
*my* achievement.



23rd May, 1991

## MINUTES

The meeting was called to order at 12:40 p.m.

## 1. ROLL CALL OF OFFICERS

Greg Fisher	President
Shirley Irvine	1st Vice Committee
Ann Hutchison	2nd Vice President
Polly Diether	Secretary-Treasurer
Vic Wilson	Chief Shop Steward
Stephen Montgomery	Chair, H & S Committee
Lynn Jenkinson	Sergeant-at-Arms
Sharon Krowchuk	Sergeant-at-Arms
Denise Field	Trustee
Eniko Wilke	Trustee
Paul Tetrault	Business Agent

## 2. ADOPTION OF AGENDA

Amendments were made to include under the President's Report add; EAP Report, By-Laws, CUPE National Convention, Medical Leave of Absences Billing, and under Business Agent's Report add; Section 34 Application and Pension Committee

**MOVED:**Shepard/**SECONDED:**Morgan  
That the agenda be adopted as amended.

**CARRIED**

## 3. ADOPTION OF MINUTES of April 25th, 1991.

Amendment was made to change the word inevitable to inevitably.

**MOVED:**Kinsey/**SECONDED:**Morgan  
That the minutes of Apr. 25th, 1991 be adopted as amended.

**CARRIED**

## 4. NOTICES OF MOTION

## i. Notice of Motion

**MOVED:**Wilkie/**SECONDED:**Field  
That we call a special one hour long general membership meeting to deal specifically with the business part of the organization.

## ii. Petty Cash Motion

**MOVED:**Wilkie/**SECONDED:**Field  
That petty cash be paid only with a receipt and that there should be a limit set on petty cash. If this limit is to be raised, then it should be approved at the General Membership level and recorded in the Minutes.

**MOVED:**Wilkie/**SECONDED:**Field  
To table the notice of motion regarding an extra 1 hour meeting to deal with Union business.

**CARRIED**

**MOVED:**Fisher/**SECONDED:**Wilson  
To table the part of motion dealing with receipts until after Polly Diether can report back on the possibility of arranging taxi invoices.

**MOVED:**Diether/**SECONDED:**Hutchison  
To table the outstanding pt. 3 of petty cash motion.

**CARRIED**

## 4. PRESIDENT'S REPORT

## EAP

Greg gave a report on the EAP and he noted that there was a deadlock on the policy or procedures which will determine how University managers speak to Union members on the plan. The University is insisting that managers have the unfettered right to speak to Union members about the plan. The Unions have compromised and will allow the managers to speak to members with a steward present. The University refused to compromise.

There was a discussion on the EAP Program, in which Ann Hutchison and Greg Fisher replied to questions from the members.

## Bylaws

Greg Fisher announced the appointment of a new sub-committee on the Bylaws. The Committee is composed of Greg Fisher, Shirley Irvine, & Ann Hutchison. This committee is to publish draft bylaws in Sept., Oct, after contract negotiations. Bylaws to be discussed at membership meetings in Nov/Dec.

**MOVED:**Wilkie/**SECONDED:**Field  
That the sub-committee on bylaws which was appointed by the President be dissolved.

That a committee be struck to draft bylaws for implementation on or before Jan. 1, 1992.

That the committee be composed of 2 Executive members, 2 Trustees, and 4 members-at-large.

This motion is to be published in newsletter and nominations to remain open until the June Membership meeting.

**DEFEATED**

## CUPE National Convention

**MOVED:**Hutchison/**SECONDED:**Wilson  
That the Executive recommend to the membership at the May 23, 1991 meeting that:

The Local send 5 delegates to the CUPE National Conventions in Winnipeg in Oct. 1991.

Nominations of 5 delegates and 2 alternates be opened at the May membership meeting and be closed at the June membership meeting.

That the election be held at the June membership meeting.

The alternates would only be sent to the Convention if one of the elected delegates is unable to go.

**CARRIED**

**MOVED:**Hutchison/**SECONDED:**Wilson  
That we recommend to the membership that Paul be sent to the Convention as an observer.

**CARRIED**

## Nominations

<b>Nominated:</b>	<b>Nominated by:</b>
Avron Hoffman	Ann Hutchison
Stephanie Shepard	Marilyn McPherson
Lynn Jenkinson	Vic Wilson
Rosemarie Page	Rhoda Morgan
Polly Diether	Stephanie Shepard
Vic Wilson	Rosalie Dennie
Greg Fisher	Vic Wilson
Shirley Irvine	Phil Vacheresse
Ann Hutchison	Rosemarie Page

Procedurally, if nominees are not going to be present at the June meeting, they should please advise the office of whether they accept the nomination otherwise it will be deemed to be a non-acceptance.

## Medical Leave of Absence Billing

**MOVED:**Diether/**SECONDED:**Hutchison  
That members on medical leave have their portion of MSP/EHB/Dental/GPL/LTD premiums owing paid for up to 6 months of medical leave. Hardship cases will be considered after this period.

**CARRIED**

## 5. BUSINESS AGENT'S REPORT

Paul made a brief report on the establishment of a benefits working group in the local to look at the pension plan and other benefits. He asked for volunteers in this working group and stated that if anyone was interested to contact him at the Union office (224-2308).

## 6. NOMINATIONS

Trustee (3 yr. term ending Dec. 31, 1993) - None

**MOVED:**Wilson  
That the meeting be adjourned.

**CARRIED**

# Unions push for reform of pension plans

## RRSPs no substitute for pension plans



**GENERAL MEMBERSHIP MEETING**

**20th JUNE, 1991 @ I.R.C. ROOM 1**

**12:30 - 2:30 P.M.**

**A G E N D A**

**1. ROLL CALL OF OFFICERS**

**2. ADOPTION OF AGENDA**

**3. ADOPTION OF MINUTES OF May 23rd, 1991**

**4. POLITICAL SPEAKERS**

**5. BUSINESS ARISING FROM THE MINUTES**

**CUPE National Convention Delegates (Nominations & Elections)**

**6. NOMINATIONS REMAIN OPEN FOR:**

**Trustee (3 year term ending Dec. 31, 1993)**

**7. PRESIDENT'S REPORT**

**8. BUSINESS AGENT'S REPORT**

**9. SECRETARY-TREASURER'S REPORT**

**10. COMMITTEE REPORTS**

- i. Grievance
- ii. Contract
- iii. Health & Safety
- iv. Communication
- v. Education
- vi. Job Evaluation

**11. NEW BUSINESS**

