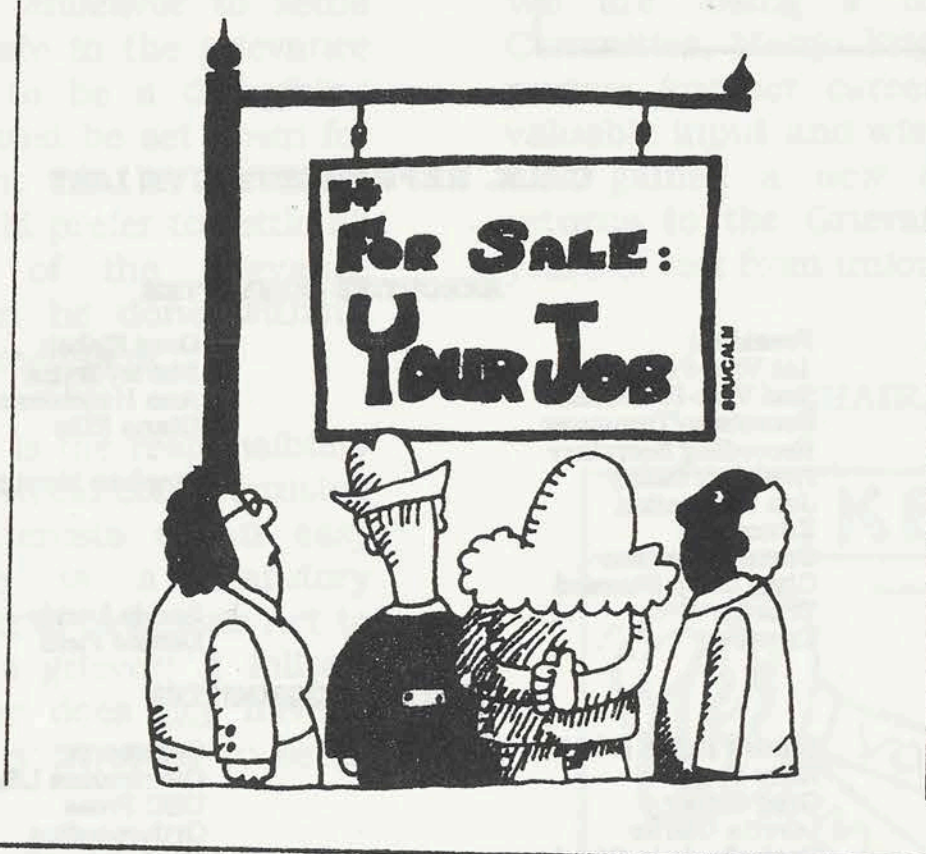




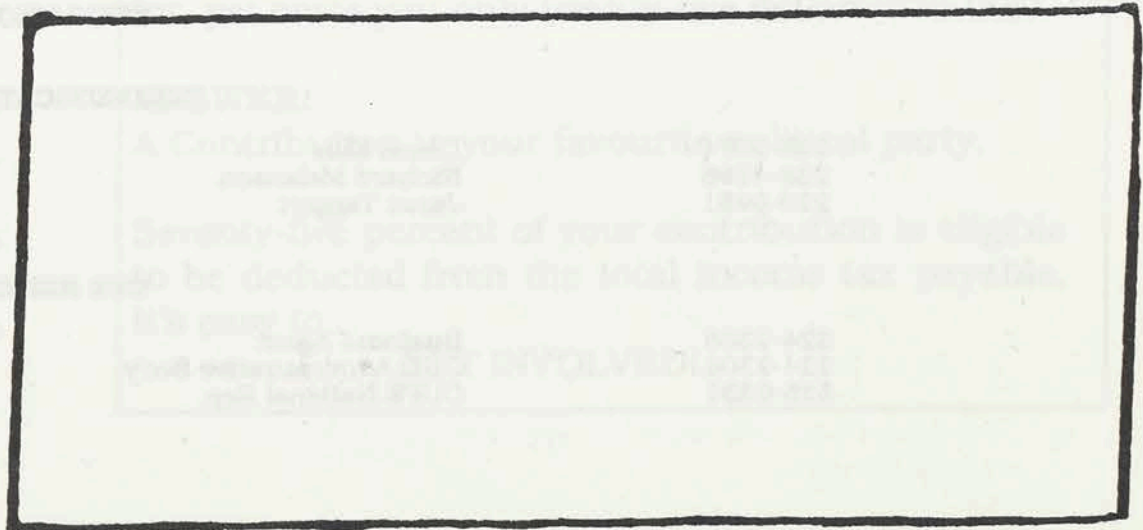
# ON CUE

## JANUARY 1990



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## Editorial

Cover illustration is taken from the CLC Trade Watch. That newsletter highlights that Canada wide, there are 57,000 free-trade-driven job losses due to plant closures and layoffs. The free-trade deal has a bearing on the GST tax on all goods and services. The manufacturers sales tax needed to be removed because it placed Canadian manufactured goods at a disadvantage in relation to American imports. Hence, the system is "corrected" with the implementation of a tax on almost every conceivable item or service you're ever likely to need.

## HELP WANTED

The Communications Committee needs three new members to help with our monthly Union Newsletter. No experience required, we will train you. Although MS-WORD experience would be helpful.

## C.U.E. REPRESENTATIVE LIST

### EXECUTIVE COMMITTEE

228-4968	President	Greg Fisher
224-8333	1st Vice-President	Shirley Irvine
228-5478	2nd Vice-President	Ann Hutchison
228-2074	Secretary/Treasurer	Diana Ellis
228-8250	Recording Secretary	Stephen Montgomery
	Health & Safety	
	Job Evaluation	
	Education	
	Communication	
	Chief Shop Steward	
875-4142	Trustee	Sandy Lundy
228-3596	Trustee	Denise Field

### GRIEVANCE COMMITTEE

224-8333	Shirley Irvine (Chair)	Commerce
228-5381	Kitty Byrne	Curriculum Library
228-4968	Greg Fisher	UBC Press
228-7212	Loretta Clarke	Orthopaedics
222-5273	Rochelle de la Giroday	Cont. Education
224-8498	Vic Wilson	Commerce
228-6546	Gail Runnels	Sedgewick Library

### CONTRACT COMMITTEE

228-5478	Ann Hutchison (Chair)	Catalogue Records LPC
228-3292	Lee Bryant	Philosophy
228-4968	Greg Fisher	UBC Press
228-2882/3	Alannah Anderson	Woodward Library
228-3586	Nan Love	Geophysics & Astronomy

### HEALTH & SAFETY COMMITTEE

228-8250	Stephen Montgomery (Chair)	Accounts Payable
228-2713	Estelle Lebitschnig	Geological Sciences
228-3336	Pat Fornelli	Dean's Office, Science
228-2628	Jean-Pierre Rondeau	Continuing Education

### JOB EVALUATION COMMITTEE

228-2882/3	Allannah Anderson	Woodward Library
228-2948	Susan Claybo	Finance
228-2435	Rosemarie Page	Fac of Law
228-2570	Darlene Bailey	Woodward Library

### EDUCATION COMMITTEE

### COMMUNICATIONS COMMITTEE

228-2074	Diana Ellis	Computing Centre
228-4995	Richard Melanson	Main Library
228-5951	Janet Taggart	Library Processing

### CUE REPRESENTATIVES

224-2308	Business Agent	Paul Tetrault
224-2308	CUE Administrative Sec'y	Leslie Hodson
525-9231	CUPE National Rep.	Joe Denofreo

## GRIEVANCE COMMITTEE REPORT

Since this will be my last report this term, it seems appropriate to set out some of my observations based on my experience as Chairperson of the Grievance Committee concerning the grievance procedure and the function of the Grievance Committee. Some of you may not realize what is at stake, or what is involved, and others may feel that the Grievance Committee does not settle soon enough. Virtually all grievances are resolved without arbitration but in most cases the University does not seriously endeavor to settle outstanding grievances until late in the grievance procedure. There continues to be a disturbing number of grievances which must be set down for arbitration before a settlement can be obtained. The Grievance Committee would prefer to settle all cases in the early stages of the grievance procedure, but only if it can be done without sacrificing the interests of our members.

It must be kept in mind that it is the responsibility of the Grievance Committee to avoid compromising contract language in the interests of an easy settlement and that there is a statutory responsibility under the Industrial Relations Act to give fair representation to the grievor; it follows that the Grievance Committee does not have a discretion to abrogate that duty in order to settle grievances at an early stage.

While it is important to negotiate a good contract, it is equally important to ensure that the negotiated provisions are put into practice. This is one of the functions of the Grievance Committee.

The University's attitude as an employer is demonstrated by a few examples from its Handbook for non-unionized staff employees which appears to require:

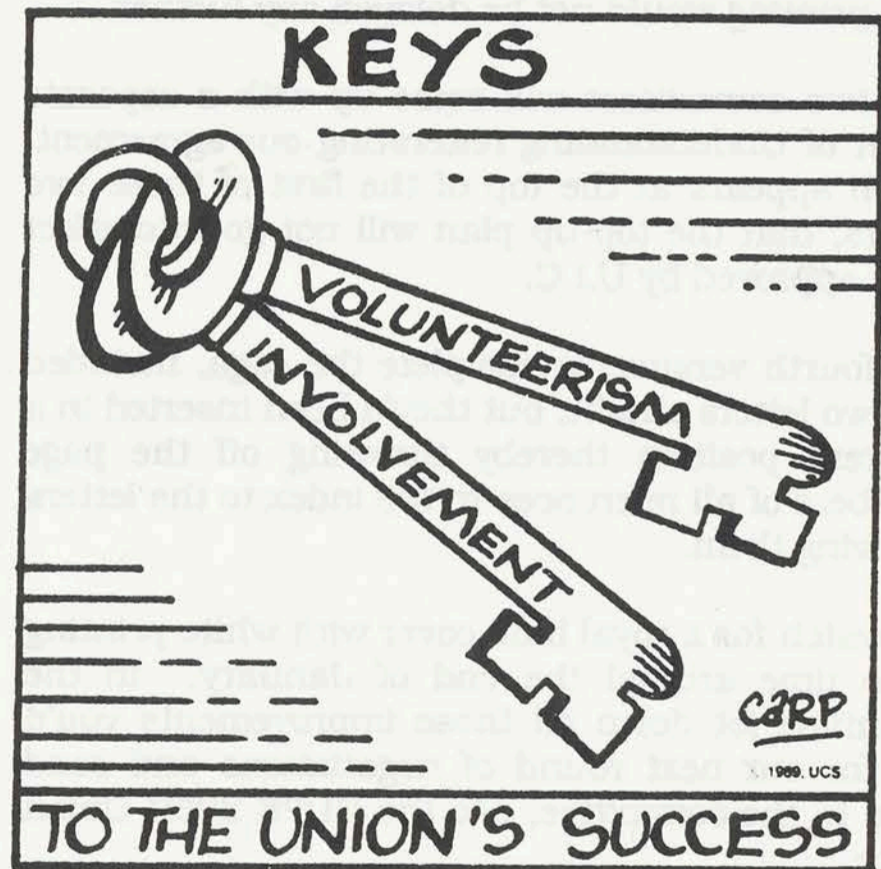
- 1) termination without just cause and without notice or severance pay;
- 2) reductions of an employee's salary without notice if in the University's view the salary is above market value;
- 3) a 12 month probationary period after promotion and a right to terminate if the University finds the employee to be unsuitable;
- 4) a requirement that employees continue to work during maternity leave to remain current in the field (which appears to contravene the Employment Standards Act); and

- 5) a requirement to be examined and treated by a doctor of the University's choice and dismissal if the employee fails to comply with the prescribed treatment.

Some of these demands were raised by the University in the past negotiations with the Union but have been consistently and successfully resisted by the Union negotiators....

We are losing a member of the Grievance Committee, Margo Frigon, who is leaving UBC to pursue another career. We will miss her very valuable input and wish her all the best. We have also gained a new member, Vic Wilson, who returns to the Grievance Committee after a few years of rest from union activity.

**SHIRLEY IRVINE**  
**CHAIR, GRIEVANCE COMMITTEE**



### RIDDLE-OF-THE-MONTH

**QUESTION:**

What do you pay one hundred dollars (\$100.00) for, yet costs you only twenty-five dollars(\$25.00)?

**ANSWER:**

A Contribution to your favourite political party.

Seventy-five percent of your contribution is eligible to be deducted from the total income tax payable. It's easy to...

**GET INVOLVED!**

## CONTRACT COMMITTEE REPORT

As I write this (Mon. Dec. 18) the fifth camera ready version of our contract sits on a desk in Personnel Services. It will go, I'm told, to the printers some time today and should be back before the end of January.

At of November membership meeting I reported that we'd received another camera ready copy (the third), from which the Maternity/Adoption Leave Letter of Agreement and the Repayment Agreement and all references to them in the index had been removed. It was as if they had never existed! As well there were still a few errors in the index.

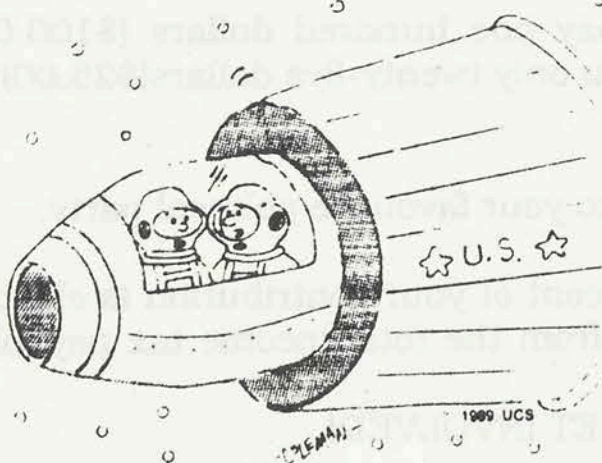
As soon as Joe Denofreo was available we had our meeting with the University. There Eileen Stewart, the Director of Personnel Services, informed us that through a contact of hers in Ottawa she had learned that changes to U.I.C. regulations, which would permit our 100% top-up, are imminent. She didn't tell us who had removed the letters of agreement, or why, but agreed to reinsert them so that printing would not be delayed any further.

Our two committees will come up with a separate Letter of Understanding reiterating our agreement, which appears at the top of the first of these two letters, that the top-up plan will not go into effect until approved by U.I.C.

The fourth version, to complete the saga, included the two letters alright, but they'd been inserted in a different position thereby throwing off the page numbers of all references in the index to the letters following them.

So, watch for a royal blue cover with white printing some time around the end of January. In the meantime jot down all those improvements you'd like for our next round of negotiations and send them to the committee, c/o the CUPE 2950 Union Office.

**ANN HUTCHISON  
CHAIR, CONTRACT COMMITTEE**



"Next contract, let's negotiate for mileage reimbursements."

## HEALTH AND SAFETY COMMITTEE REPORT

After attending two very educational courses on health and safety, I have familiarized myself better with numerous concepts on health and safety.

In our committee, two issues are pertinent - an earthquake plan and the lower floor of the Faculty of Commerce building.

As you probably know, we are currently preparing strategies to use as guidelines when an earthquake hits the Vancouver area. Despite the Joint Health and Safety Committee also working on this issue, more volunteers are needed. If anyone prefers just to work in one section of Health and Safety, we can use more people to get involved in the preparation (research, strategies, etc.) of earthquakes.

In the Commerce building, concerns have been expressed about the state of a room which is currently under renovation and will be used in January. Room 154 has previously had problems with power surcharges from either telephone wires and/or power lines. It's believed that Commerce is the central building to which all telephone wires and/or electrical utilities meet. These power surcharges have resulted in blurring computer screens causing much frustration to employees.

Health and Safety intends to have this room (and the rest of the first floor if possible) checked by a WCB officer as well as people who have been trained in electrical professions.

Various books will be purchased regarding health & safety issues. These will be available in the Union office for all members.

You should have (or will very soon) receive a questionnaire on VDT's. Please complete this questionnaire. It will help us learn where the predominant VDT hazards are on campus.

The list of the DABS members will be complete for next month. One of Health & safety's objectives is to improve the communication between DABS, ourselves, and the Joint Health and Safety Committee.

**STEPHEN MONTGOMERY  
CHAIR, HEALTH & SAFETY COMMITTEE**

### INSIDE THE STACKS...

In the October issue of ON CUE we reprinted an editorial from the magazine, The Library Journal. We felt that the viewpoint of this article, which was the acknowledgement of Library Assistants as both integral parts of any library system and also as a rich recruiting base for future Librarians, was both complimentary and encouraging for those in library positions.

We know that the majority of us take our jobs seriously and we would appreciate more recognition for our knowledge and in the near future, decent compensation for the work we perform. The Librarians just received a healthy raise and it would be nice to see others on campus with a similar increase.

As to the aforementioned article, The Library Journal has since published a number of letters following up on the topic. Although one individual was obviously threatened by the content of the article and felt it necessary to stress the "professionalism" of librarians others wrote in defending the viewpoints presented. We thought you may be interested to read two of the letters:

#### IT'S AS IF I INVADED THEIR TERRITORY

I was inspired by Berry's editorial "The Other 'Librarians'" (LJ, July p.4). Finally, someone has shed light on my problem. I manage a Technical Information Center for Martin Marietta... and I am a perfect example of the "other librarian." I have no MLS and the nearest American Library Association-accredited college is an hour to an hour and a half from my house. Unlike most "other librarians," I do belong to the Special Libraries Association and attend other conferences and training sessions. I don't know if this a good or bad. Professional librarians look down at me when they find out I'm not a degreed librarian. It's as if I have invaded their territory and don't belong with their select group. As a result, I don't attend the many functions and meetings that could be very beneficial to my company.

This was the first time I have heard of library assistants organizing. I think it's great and would love to join them in this effort. "Other librarians" want better pay, career growth, and recognition. That's not much to ask for such a valuable resource in today's society.

*Deborah Isenhard, Asst. Supervisor, Library Svcs.,  
Martin Marietta Aero & Naval Systems, Baltimore*

### RECRUITS FROM WITHIN

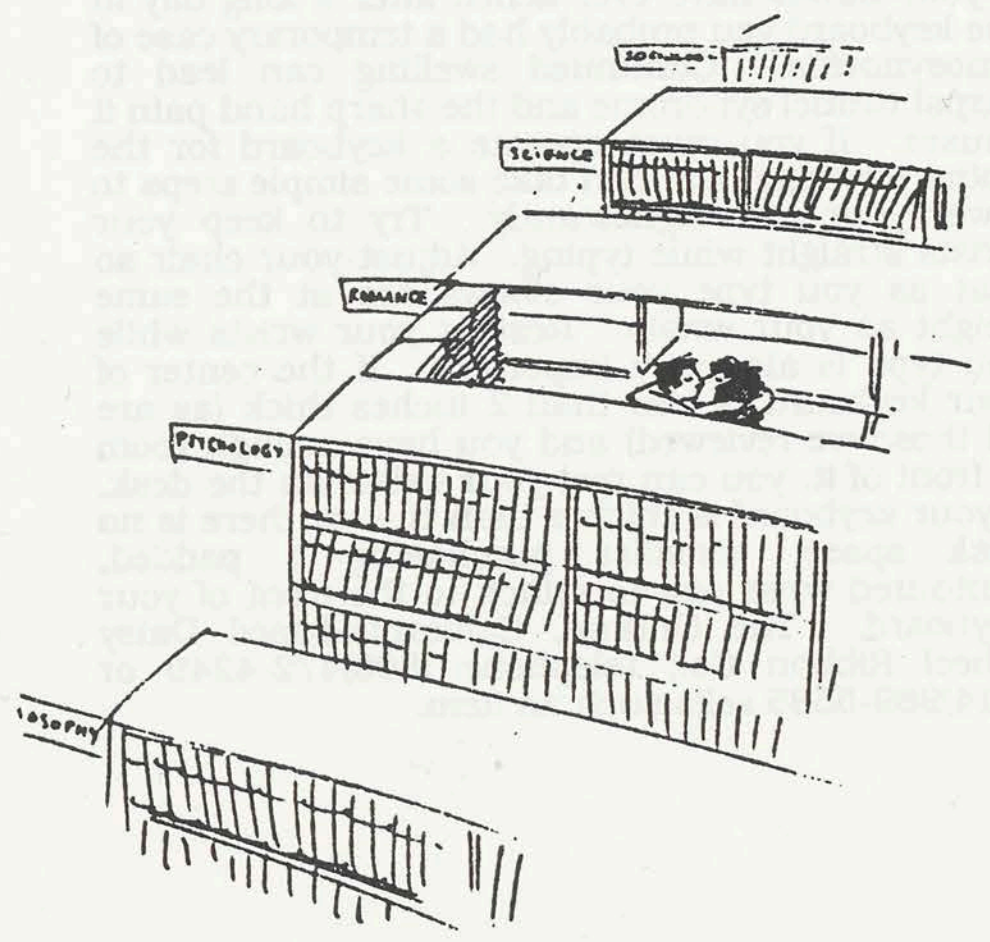
Kudos for a superbly written and poignantly accurate editorial ("The Other 'Librarians,'" LJ, July p.4)! Frequently today, as we experience a shortage of trained librarians, we find the "behind the scenes" paraprofessional in the forefront performing myriad tasks that would normally be performed by the librarian. Yet these wonderful people, often the true backbone of our libraries, merit embarrassingly small salaries and little support for their efforts.

We acknowledge a shortage of professionals in our field yet we fail to recognize those in our own libraries who are learning on a daily basis by observing us and handling the resources. These staff members truly enhance our efforts; we are remiss in not supporting theirs for growth and recognition! What better way to expand our numbers than to draw from within -- tap the resources of our own staff. It would then seem logical that the rate of attrition would be small as "the recruits from within" would have had daily exposure to the true nature of the profession.

Fortunately, my high school district sent my paraprofessional to the New Jersey Library Assistants Association Conference.

Though I indeed missed her exceptional skills and knew that our library would not function as effectively in her absence, I advocated her participation in the conference! Upon her return we discussed, of all things, library school! I could not have asked for a finer compliment.

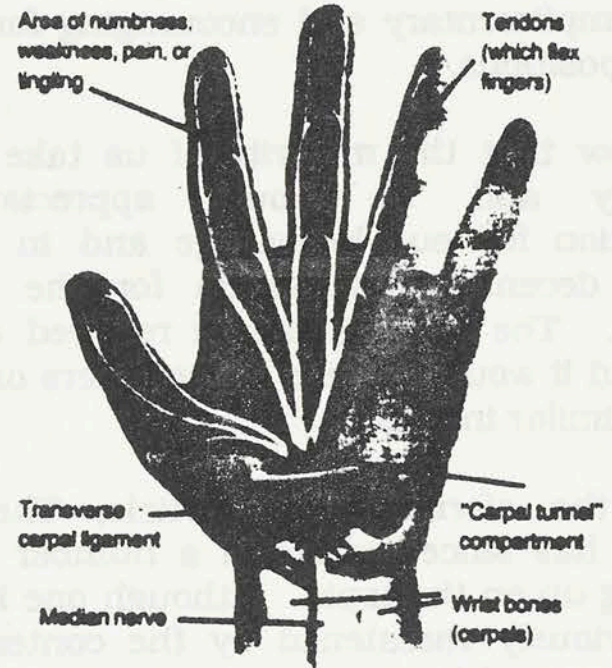
*Frances C. Shea, Librarian, Rumson-Fair Haven  
H.S., N.J.*



# KEYSTROKER'S CRAMP

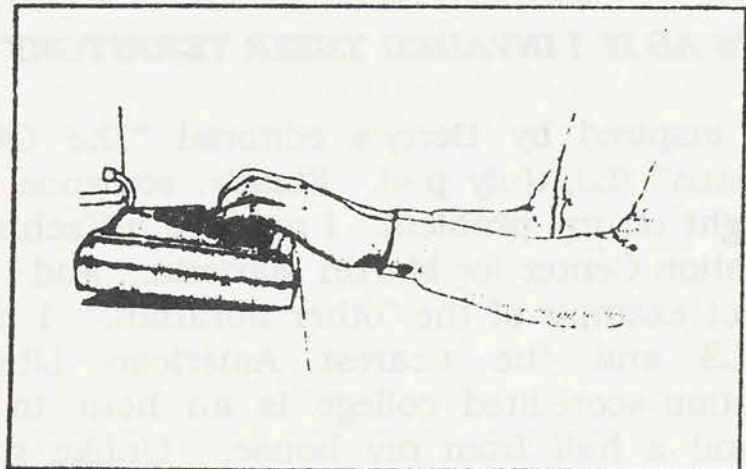
by John Carpi

John Carpi is a free-lance medical writer.

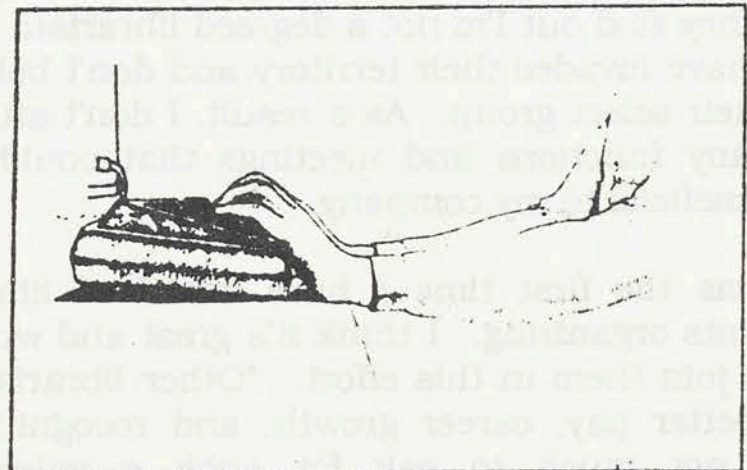


## Carpal Tunnel Syndrome

From PC MAGAZINE, December 12, 1989



Correct positioning of keyboard, hands and wrists. note the horizontal (straight) forearm-hand relationship.



Poor positioning of the keyboard, hands and wrists. Placing the keyboard too far in from the desk edge promotes resting palms and wrist on the equipment surfaces, resulting in friction and irritation of the hands and wrists.

from WORKING WITH VIDEO DISPLAY TERMINALS, Workers'

## OUR ENVIRONMENT

*What can we do to help preserve our environment?*

Well it turns out that we can do quite a lot. there are some excellent books available on the subject. I also found a pamphlet, The Home Personal Action Guide, published by The United Nations. the following is from this excellent guide.

### HOME PERSONAL ACTION GUIDE (A project for the United Nations Environment Programme)

All known life exists within the thin fragile layer which lies between the earth's crust and the vast universe. Humanity is now its caretaker. Exponential population growth from one to five billion in the last 150 years coupled with wasteful consumption patterns have brought about an unprecedented environmental crisis: we are poisoning our land, water, and air, depleting natural resources, and destroying the biosphere which maintains life.

The World Commission on Environment and Development, established by the General Assembly of the United Nations, served an urgent notice in 1987. They proclaimed that hope for future life depends on our taking decisive action now to manage environmental resources. They called for a common endeavor and for new norms of behavior in the interest of all.

The responsibility belongs to each of us. We can no longer make our decisions in isolation of the larger whole. Our planet is a closed system, and we are all inheritors of our past actions. We must each assess the consequences of our daily decisions - our purchases, our use of natural resources, our methods of waste disposal. Our economic decisions can no longer be based simply on short-term gain; long range effects on health and environment must be part of the equation. Stewardship and reverence for all of life need to be in the forefront of our thinking. The whole system and its future must be considered if life on this planet is to survive and prosper.

The United Nations Environment Programme (UNEP) invites you to take increased responsibility for the critical condition of our environment and gives suggestions on what each of us can do in our daily lives to make a difference.

### FOOD....

The higher we eat on the food chain, the more natural resources and pesticides we consume. Animals raised for food in the U.S. eat enough grain to feed over five times the U.S. human

population; if Americans reduced meat eating by 10%, the 12 million tons of grain saved annually could feed all the people on earth who starve to death. Animal agriculture is responsible for: 85% of topsoil loss; 260 million acres of U.S. forest destruction; over half our water consumption; 20 billion pounds of manure every day, contaminated groundwater; and 25 times the fossil fuel needed to produce the same amount of protein in grain. Processing food wastes valuable resources. Pesticides poison groundwater, kill wildlife, and trigger the spread of insects and weeds resistant to pesticides. Our growing reliance on monoculture foodcrops is eroding the resilience of genetic diversity, increasing the likelihood of whole species being wiped out by pathogens, pests and weather fluctuations.

### SOLUTIONS:

- \* Consider how the production of the food you eat affects the environment.
- \* Eat lower on the food chain - vegetables, fruits, and grains; decrease consumption of meat and animal products.
- \* Learn vegetarian recipes and encourage restaurants to serve vegetarian foods; in addition to environmental damage the high cholesterol in meat contributes to many of the chronic diseases.
- \* Read the labels on food; buy foods that have not been heavily processed; learn which additives are harmful. (Centre for Science in the Public Interest).
- \* Support laws that ban harmful pesticides and that require disclosure of pesticides, drugs, and other chemicals used in food production, support markets that offer contaminant-free food.
- \* Buy food grown organically if possible; organically grown food doesn't use harmful pesticides, requires less energy-powered machinery, and recycles organic waste, thus retaining the nutrient in the soil.
- \* Grow food gardens rather than lawn, saving water and energy and producing pesticide-free produce.
- \* Buy foods grown locally and in season to cut energy consumption.
- \* Be aware that many consumer groups question the health and environmental safety of food irradiation, food irradiation plants, and transportation of radioactive substances; irradiated whole foods are labeled; ask your grocer if prepared/processed foods are irradiated.
- \* Inform schools, hospitals, airlines, stores, restaurants, and the media of your food concerns.

# letters to the editor



November 22, 1989

Dear Editor:

I would like to respond to the letters which were received by the newsletter regarding the pro-choice rally.

For the last two years I have been a Pro-Choice Supporter, not because I feel if a woman gets pregnant she should just run to the clinic or doctor's office to have an abortion, but because I feel that my status as an intelligent, loving and compassionate woman is once again being dictated to by a male-dominated government and/or court system that belittles women and keeps us second class citizens.

In a country which is largely run by men--who inflict their ideas and morals on to women who are of a lesser minority, I am appalled at the state of women and children.

Women and children make up the population living well below the poverty line. Women have been brought up to marry and depend on men who, at times, leave their families to fend for themselves. We have a growing population of single parent women on welfare--not because they are no-good women who can't get off their butts, but because they are women who have been abandoned by husbands who don't pay child support. These women want to give their children the benefit of, at least, one parent in the home.

I believe in the right of choice--women are capable of making informed decisions regarding their lives. Women are not ignoramuses who go into clinics to make things better, there is much soul searching and many questions a woman must face for herself when she feels abortion is one of her choices. Decisions regarding income, job status, parenthood (single/married), social services, child care, etc., are all addressed when a woman becomes pregnant. And the government is slowly but surely taking away the resources women have. Social services--used mostly by the female population, has had major cutbacks on both the federal and provincial levels. Child care costs are ever increasing, never mind the long waiting lists for daycare centres, yet once again the federal government has tabled its child care program. There is no universal child care system in this country. Income--as I have pointed out, women (and not all women are members of a union which has their best interest in mind, but are employees receiving minimum wage for maximum labour) are living well below the poverty line.

Women do not get pregnant to have abortions. No contraception device is 100% effective. Women do make informed decisions.

The rally on October 14, 1989 was very successful with well over 5,000 women and men, the majority being women, marching from the Queen



Elizabeth Theatre to Sunset Beach where speakers, comedians and singers rallied in support of the pro-choice movement. It was a day that women were successful in exhibiting their show of force across the country--women will no longer stand idly by and watch the world pass them by or have men dictate their status and roles to them. It was a day in which women were triumphant in showing their unity to the causes which affect them.

Pro-choice supporters are not pro-abortion, pro-choice supporters (again a majority being women) are exactly that--pro-choice. In order to have choice you have to have options available and with easy access. Abortion is only one of the options which have to be available to women.

Regarding the union's endorsement of the pro-choice rally on October 14, 1989, I believe that our union, made up of 98% women, should have endorsed this rally because reproductive choice--a women's right to choose--is a fundamental right.

The pro-choice movement has long had a mutually supportive relationship with labour. The right to choose is vitally important to working women.

The labour movement has a loud and strong voice in government. Many changes to employment standards (ie: maternity benefits, hours of work, sick leave, etc.), which we all enjoy, have come about because of the support of labour forces around the country.

I have heard a lot of arguments about this being a personal issue and that it is not something a union should become involved in. Having an abortion is a personal issue which no one should have the right to interfere with. On the other hand, availability and easy access to clinics, birth control, sex education, no new law, etc., are issues which a collective membership, like our union, should endorse and support in order to allow equal rights for all people.

I felt that it was time that our union had a unified voice in matters concerning an issue that will either allow us equal rights to decisions and choices we make as women or that could stigmatize us and cause us to be ruled and governed by male-dominated forces.

I hope that this issue causes a lot of discussion within our local, it is time that we support many issues which are of concern. I also feel that this issue is not only about abortion but about equality, until women control their bodies, they will not control their lives.

Sincerely,



Loretta Clarke

**GENERAL MEMBERSHIP MEETING  
23rd November, 1989**

**MINUTES**

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

**1. ROLL CALL OF OFFICERS**

Greg Fisher	President
Shirley Irvine	1st Vice President
Ann Hutchison	2nd Vice President
Stephen Montgomery	Chair, H & S Committee
Sandy Lundy	Trustee
Paul Tetrault	Business Agent

**2. ADOPTION OF AGENDA**

Amendments to include under item 10 Other Business to add (i) Notice of Motion, (ii) Alannah Anderson's report on Employment Equity, (iii) Richard Melanson's report on the Pension Review.

**MOVED:**Erickson/**SECONDED:**Zagar  
That the Agenda be adopted as amended.

**CARRIED**

**3. ADOPTION OF MINUTES**

**MOVED:**Erickson/**SECONDED:**Clarke  
That the minutes of October 26th, 1989 be adopted.

**CARRIED**

**4. BUSINESS ARISING**

Because the date of the Pro Choice Rally was October 14th, 1989 the mover withdrew the motion.

**5. NOMINATIONS FOR THE 1990/91 EXECUTIVE**

**President** - none  
**1st Vice President** - Nan Love nominated Susan Zagar  
**2nd Vice President** - none  
**Secretary-Treasurer** - none  
**Sergeant-at-Arms** - Alannah Anderson nominated both Lynn Jenkinson and Ann Chatwyn, who both accepted.

**Contract Committee**  
**MOVED:**Hutchison/**SECONDED:**S. Swan  
That Gail Runnels be affirmed to serve on the Contract Committee.

**CARRIED**

**Health and Safety Committee**  
**MOVED:**Montgomery/**SECONDED:**A. Anderson  
That Stephanie Swan be affirmed to serve on the Health and Safety Committee.

**CARRIED**

**Grievance Committee**  
**MOVED:**Irvine/**SECONDED:**Clarke  
That Vic Wilson be affirmed to serve on the Grievance Committee.

**CARRIED**

There were no other nominations and positions remain open for:

**Recording Secretary**  
**Trustee (2 year position)**

A member asked whether the Chairs for the individual Committees would be nominated at the membership meeting, the Chair stated that the voting of the Chairs would be done by the Committees. Nominations will close at the January General Membership meeting prior to the vote.

**6. PRESIDENT'S REPORT**

The President reported on the office staffing, the increasing workload and how the Executive is handling the problem. There are a lot of areas that need to be dealt with and unfortunately the Executive has not come to a solution as of yet. The President stated he will return to the January meeting with the comments and recommendations from the Executive. The Union office is now looking for a part-time file clerk to come in once a week to handle the backlog of work, deal with the membership files, input information on the database, and relieve the Union office secretary while she is ill or on holidays.

This person could be a part-time member who could come in once a week on their own free time, or it can be a full time person who is willing to be booked off of their current position one day per week. There is not much database experience required but some knowledge would be helpful. The position will be a Clerk II position except when replacing the secretary. The President has asked members to pass the word around.

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

No Report

**8. BUSINESS AGENT'S REPORT**

Paul Tetrault reported on the ongoing grievances, we currently have 80 grievances, 1/3 of which are now in arbitration. One of the primary concerns of the Union is deductions made on an employee's paycheck. The employer is allowed to make certain deductions ie. Income Tax, CPP, UIC, benefits, etc. In a situation where there is an error in the calculation of a paycheck (ie. overpayment) the employer cannot recover the overpayment by deducting it from the next paycheck. They do have the legal right as a creditor to collect the money, but the source they must go through is personally collecting it or going through a Credit Agency. He requested that if any members are having this problem or have had this problem, to report it to the Union office. A member asked why the Union dues are so high right now. Paul reported that from October to November the assessment is in effect and every member will see (as well as their regular monthly dues) approx. 1 hour of wages per month for three months deducted from their paycheck.

**9. COMMITTEE REPORTS**

**i. Communications Committee**

Richard Melanson reported that any submissions for the newsletter must be at the Union office by December 18. He encouraged members to send in any human interest stories or letters of interest to be printed in the newsletter. He reported on the current problem with labels not being printed for all the departments and that it was getting fixed. Sandy Lundy suggested adding a tear-out form for members to update any changes in their positions or departments. Richard said he would take the suggestion to the committee.

**ii. Contract Committee**

Ann Hutchison reported that we are still awaiting the new contract from the University. The camera ready copy of the new Contract was received and after going through it, a few errors have been spotted. The Vision Care package and the Maternity Leave agreement that was negotiated in the last round have been left out. There also appears to be a few typos.

**iii. Grievance Committee**

Shirley Irvine reported that since this will be the last general membership meeting of the year instead of reporting on the grievances, she would give an overall observation of the grievance procedures. Many members question why a grievance takes so long to resolve. One of the major factors of this is the employer doesn't get into a serious discussion about a grievance until it is almost at the arbitration level. It is the responsibility of the Grievance Committee not to compromise the language of the Collective Agreement by allowing contravention of this agreement to go unchallenged. It is also the responsibility of fairness to each and every member to provide proper representation. It is very unusual for a grievance to go to arbitration, because the grievance is often settled before then. Our Collective Agreement has a very good language, and has been commented on by other locals, although the employer is consistently trying to erode this language. It is the Grievance Committees responsibility to act as a watch dog for the Collective Agreement in between negotiations.

**iv. Health and Safety Committee**

Steve Montgomery reported that the Health and Safety Committee is currently focusing on the earthquake safety plan for the campus. The Committee met last Tuesday where they were pushing for individual building assessments. He was informed at the Tuesday meeting that any building older than 1960 stands more of a chance of collapsing than the buildings built after 1960. He requested that members try to find out how old the building is that they work in. He also reported that they are still working on the DABS (Department Area Building Safety) phone list.

## 10. TRUSTEE'S REPORT

Sandy Lundy reported that the Union is in a strong financial position, with an operating surplus of \$23,000.00. With the bargaining unit continually being eroded the Union will need this money to fight back. Unless Diana changes her mind about not running for Secretary-Treasurer next year, the Union may be without one. Diana has done a fantastic job as our Treasurer, she has worked very hard, and it will be a great loss if she leaves. The job requires somewhat of a financial background (the Union has an auditor come in monthly) and if anyone knows of someone who may be interested please let us know. Sandy recommended striking an agenda committee to help work with the president on organizing projects, training courses, etc.

## 11. OTHER BUSINESS

### i) Notice of Motion

**MOVED:**Hutchison

That this Union join the CUPE Metro Council, and that we discuss this motion at the January 18th meeting to which we will invite Rhonda Spence to speak.

### ii) Alannah Anderson's report Employment Equity Committee

Alannah (our representative on the Employment Equity Committee) reported on the goals of this Committee. Sharon Kahn, who was appointed by Dr. Strangway, is the director of this committee. The committee's first meeting was last July, at which time the Executive felt it was inappropriate to get involved because the major concern was hiring, and our members already had jobs, since then the Executive has learned that the Employment Equity Committee is also concentrating on items such as pay equity and promotions. Some of the objectives of this committee is checking into pre-hiring policies/testing, the firing/laying-off of members, and the rate of promotion. One of the key areas of concern is fairness (ie. do minorities have equal rights on campus). A census will be going out to the employees, and a recommendation to cross-reference this information received from the census with the personnel files. Many members have a problem with the President's office having access to their personnel files. A recommendation was made that instead of accessing the personnel files that the census include the information required to complete this project. Alannah will take this recommendation to the committee. A full report will be included in the next issue of the newsletter.

### iii) Richard Melanson's Report Pension Review Committee

Richard reported on the UBC Pension and some of the recommendations that have been put forth to the Pension Review Committee. A point of interest in his report is that pension contributions will be increased by \$17.00 per month by the year of 1991. Some of the recommendations include; part-time employees allowed to participate in the UBC Pension, changing the payout from single person to joint (allowing a beneficiary to collect 60% of the contribution in the event of a death guaranteed for a minimum of 10 years). A final report of the pension changes will be distributed by the end of November.

**MOVED:**C. Erickson

That the meeting be adjourned.

The meeting was adjourned at 2:25 p.m.



*This is the speech given on our behalf by Ann Hutchison at the December 11th vigil for the slain women student's at the University of Montreal.*

I represent the approximate 1400 library, clerical and technical workers on this campus. We are CUPE Local 2950 and we are mostly women. We are here to express our horror over this extreme example of misogyny. To many of us it will have appeared as an isolated instance of the deranged mind. It wasn't. As extreme as it was, it was, nonetheless, another example of the subjugation of women in particular in our society.

We are subjugated in all ways. Most of us are in the lowest paying jobs at the same time as having the primary responsibility as parents and homemakers. We grow old in poverty because we either have no pensions or, if we do, they are inadequate.

We are characterized as the possessions of men, as things in pornography, in the music videos.

The choice of whether or not to bear a child is not always ours to make. This is the subject of much disagreement even among women of my own Local.

Behind the closed doors of even the most respectable homes, one in four of us is abused in some way. Violence towards women is on the rise in our country. As someone put it, this attitude toward us is deep in the very soul of our society. There is a simmering resentment of women that emerges whenever and wherever we've made gains. This massacre of only women engineering students at the University of Montreal is one violent example.

It goes without saying, of course, that not all men would be violent to us, but it is virtually only men who are. It is men, therefore, who can turn this terrible tide around. Here I must say how important it is that we not alienate the men whose support and understanding we already have. Rather, with them we must educate those who need it.

Our institutions, still run by and large by men, could do much to lead the way. Our government has the power to provide us with adequate daycare and pensions. It should use its power to enact all those laws that would ensure our full equality.

And, here on the UBC Campus, where there never should have been the need for a campaign against sexual harassment, this community would go a long way towards its progressive ideal by, for example, abolishing once and for all any semblance of the Lady Godiva ride.

# GENERAL MEMBERSHIP MEETING

18th JANUARY, 1990 @ IRC #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 November 23, 1989
4. BUSINESS ARISING FROM THE MINUTES

### Notice of Motion

**MOVED:**Hutchison

That this Union join the CUPE Metro Council, and that we discuss this motion at the January 18th meeting to which we will invite Rhonda Spence to speak.

### Notice of Motion

**MOVED:**Hutchison/**SECONDED:**Irvine

That Greg Fisher be booked to work in the Union office for 6 months starting January 7, 1990 to: assist the business agent with grievance handling and contract interpretations with the understanding that during this period every attempt will be made to involve newer stewards in these areas, and he will work with the Executive on a recommendation for permanent office staffing to be presented to the membership at the end of 6 months.

**CARRIED**

### Notice of Motion

**MOVED:**Irvine/**SECONDED:**Montgomery

That for the 6 month period, Greg Fisher will be working in the Union office, that he be paid at Paygrade 9 Step B subject to membership ratification. (Jan - April \$2312, April - June \$2476)

**CARRIED**

### Notice of Motion

**MOVED:**Hutchison/**SECONDED:**Irvine

That at the January membership meeting we ask the members if they wish to have Sharon Kahn speak to them and that this be done after Greg has updated them on the situation.

**CARRIED**

5. NOMINATIONS FOR 1990/1991 EXECUTIVE

### Nominations for the following positions:

President  
1st Vice-President  
2nd Vice-President  
Secretary-Treasurer  
Recording Secretary  
Sergeant-at-Arms (2 positions)  
Trustee  
Trustee (one year term)

6. PRESIDENT'S REPORT
7. SECRETARY-TREASURER'S REPORT
8. BUSINESS AGENT'S REPORT
9. COMMITTEE REPORTS
  - i. Communications
  - ii. Contract
  - iii. Education
  - iv. Grievance
  - v. Health & Safety
  - vi. Job Evaluation

9. TRUSTEE'S REPORT

10. OTHER BUSINESS

