



February 9, 1987

Dear Member:

At the January 15th membership meeting I was voted in as President by acclamation. Since I did not have to run against anyone, you have not had an opportunity to find out about me or the views I hold with respect to our union and its function.

My name is Adrien Kiernan and I am employed by the University of British Columbia in the Dean's Office, Faculty of Medicine at Vancouver General Hospital as a senior secretary. My previous work history at UBC has been in the Department of Finance, Oceanography and the Faculty of Graduate Studies. I have been around almost since the inception of the union and, as such, I am reasonably familiar with its history.

My association with AUCE Local 1 and subsequently CUE has been a long one and I have worked on many of the union committees. I have been a Shop Steward, Division Representative, Trustee and Chair of the Contract Committee and have served on three different contract committees.

I still feel, however, there is much for me to learn and I am endeavouring to educate myself accordingly so I can better serve you. In the capacity of President, I will be chairing future general membership meetings and I want to tell you right now that I face this task with great trepidation and ask for your support and cooperation until I learn how to do this properly.

I would like to see our membership meetings become a forum for all our members to express themselves without intimidation and I feel that as long as we are able to complete the business required at the meetings, everyone should have a voice without being ruled out of order. Also, I would like to see people feeling free to ask questions and to take part in every way possible in our meetings.

It is my view that the executive should be representative of the views of the majority of our members. I think this is very important. I also feel that there should be much more openness and communication between the membership and the executive for, after all, we are representing you and are supposed to be acting on your behalf and with your approval.

. . . 2

Page 2  
February 9, 1987  
Member:

I brought a motion to our executive which ensures that all future executive minutes be distributed to the membership so that you are aware of the decisions made on your behalf. I also feel that we should have an executive report at the general membership meetings where we can discuss any business transacted at the executive level and that you will have the opportunity to ask questions in this respect.

It is my view that the biggest task facing the new executive is the business of restructuring the union office, the decision about joining CUPE and the business of dealing with our financial situation in a responsible fashion.

I feel that the union should be able to function regardless of who staffs the union office or who the Table Officers are. The union should be larger than any one person and should never be put in jeopardy as a result of any one person's action or inaction.

Along with establishing a firm base for the union to function from, I would like to see us negotiate a successful contract ensuring better wages and working conditions for all. This is what I would like to achieve during my term in office.

I would like to point out to you that we cannot truly represent your views unless we have a clear idea of what they are. We, as an executive, may make recommendations to you based on information about various issues, however, in the final analysis you must make the final decision and so we need your participation for this to occur.

I would strongly implore all of you whenever possible to attend the General Membership Meetings and to speak out at these meetings allowing us to know what it is that you expect of us as an executive and to help us plan the future direction of our union.

I would like, at this point, to tell you that my views are often more moderate than radical as I have acted in the past in management positions as well as having been a member of this union over the past several years. I feel this enables me to have a clear idea of both sides of the picture which I think is helpful in the decision-making process.

I do not see myself as a confrontational-type person and feel that in many cases problems can be solved through negotiations rather than confrontation. I want to stress here, however, that more than anything else I see every member of this union as having the right of representation by the union since this is what you are paying for with your dues and is your entitlement.

The major issue facing us and the most pressing one to resolve is whether or not we should join CUPE. There are riders attached to this and issues that we must resolve, such as, whether it is fiscally responsible for us to do so and whether philosophically we want to head in this direction.

I am in favour of joining CUPE, given that we can successfully negotiate the terms of joining, as I feel that we need the strength that we would gain belonging to a national body especially in the face of upcoming contract negotiations. I do not see this move jeopardizing our democracy.

I am also in favour of hiring versus electing union representative (a business agent) as I feel we need to deal with the university in as professional a way as possible and that this requires expertise which we may not get through elections. I realize, however, that the decision will be based on the majority vote through a democratic process, and as such will endeavour to carry out your wishes in this area to the best of my ability.

Another important issue I would like to raise is that a quorum at General Membership Meetings consisting of 25 members can make decisions. I question the wisdom of 25 members having the ability to make binding decisions for at least 1,000 members. I think this is an issue that should be addressed and our by-laws changed accordingly, and if the majority of the membership agree with me I will be putting a motion forward to this effect in the near future.

It is inherent in this change that more members will have to attend the regular general membership meetings in order for the business of the union to be successfully carried out.

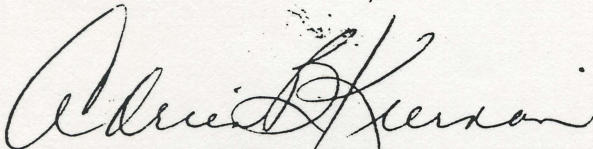
In summation, I hope that every one of you will feel free to express your views and that we can work together to bring about a good working relationship in the University community of which we are all part.

At a CUE Executive Meeting on January 27, 1987, it was approved that all Executive minutes be circulated to the General Membership. I am attaching the copies of all Executive Committee meeting minutes thus far in 1987 so that you can be aware of what is happening with our Union. I am hoping that this will start to open the lines of communication to you, the membership.

Page 4  
 February 9, 1987  
 Member:

A General Membership Meeting is scheduled for February 26th which will be devoted entirely to the discussion of the CUPE Merger. An agenda and reports will be forthcoming to you. This is an important issue so please come and get your questions answered and to state your views.

Sincerely,



ADRIEN B. KIERNAN  
 PRESIDENT - CUE

ADK\*SYC  
 opeiu 491  
 Att.

Last Update: January 21, 20

CUE Representatives

EXECUTIVE COMMITTEE

President	Adrien Kiernan	Med--Dean/V.G.N.	875-4500
Vice President	Alannah Anderson	Woodward--Circ.	228-2882
Treasurer	Diana Ellis	Computing Centre	228-2074
		or: 6141	
Recording Secretary	Sandy Lundy	Surgery/V.G.N.	875-4545
		ext. 2180	
Trustees	Edmund Kam	Cat. Products	228-6649
	Suzan Zagar	Woodward Library	228-2570
	Gloria Sveistrup	V.G.N./Medicine	875-4500
	Estelle Lebitschnig	Geological Sci.	228-2711
	Elizabeth Rook	Cont. Ed/Health Sci.	228-2761

Health & Safety Rep  
 Commic. Cnte. Chair  
 Cont. Cnte. Chair  
 Griev. Cnte. Chair  
 Tech. Chg. Cnte. Chair  
 Job Eval. Cnt. Chair

GRIEVANCE COMMITTEE

Halama, Florence	Commerce (on leave from Griev. Cnte.)	224-8314
Irvine, Shirley	Commerce	224-8333
Eckhout, Sarah	Chemistry	228-3266
Zagar, Suzan	Woodward Library	228-2570

CONTRACT COMMITTEE

Bosman, Nancy	Grace/Medical Genetics	875-2157
Crocker, Joanne	Chemistry	228-2752
Ellis, Diane	Computing Centre	228-2074

JOB EVALUATION COMMITTEE

Jan Claine	Pharmacology & Therapeutics	5898
Ti Flynn	Continuing Medical Education IRC	2001

SHOP STEWARDS

Anderson, Alannah	2882	M - Woodward Circ.
Banyard, Colin	2854	H - Main Library
Bartram, Gwyn	4400	M - Film Library, LPC
Bennie, Anne (on leave)	2274	H - Inter-Library Loans
Bennie, Sheila	2277	F - School of Social Work
Berry, Susan	2133/5380	C - Botany
Blair, Judy	2811	E - Housing
Blake, Jet	5548	D - Bio-Resource Engineering
Bosman, Nancy	875-2157	K - Grace/Medical Genetics
Byrne, Kitty	5381	D - Curriculum Lab.
Clegg, Susan	5924	D - Agriculture and Soil Science
Cocchia, Anita	2267	D - Geophysics & Astronomy
Crosson, Marion	2120	C - Applied Science
De la Giroday, Rochella	222-5273	B - Dentistry
Dionne, Marcel	4582	N - Centre for Continuing Education
Eckhout, Sarah	3266	F - Purchasing
Elko, Jean	3711	C - Chemistry
Erickson, Charles	2055	A - Registrar's Office, WF
Halama, Florence	224-8314	A - Financial Services, Payroll
Henrickson, Jay	2769	C - Commerce
Irvine, Shirley	224-8333	F - Theatre
Jan, Elaine	2575	C - Commerce
Kam, Edmund	6649	B - Pharmaceutical & Therapeutics
McInnis, Shelley	2341	H - Catalogue Products, Library
Melanson, Richard	4995	E - Geography
Nicholson, Margaret	4863	M - Catalogue Records
Smyrnis, Vivian	2779	A - Registrar's Office, Admissions
Varty, Brian	2854	F - Architecture
Westbrook, Bev	2780	H - Main Library
Wilson, Vic	224-8498	F - Canadian Literature
Woodcock, Sylvia	4136	C - Commerce
		F - Anthropology & Sociology

AM onl