



Canadian  
University  
Employees

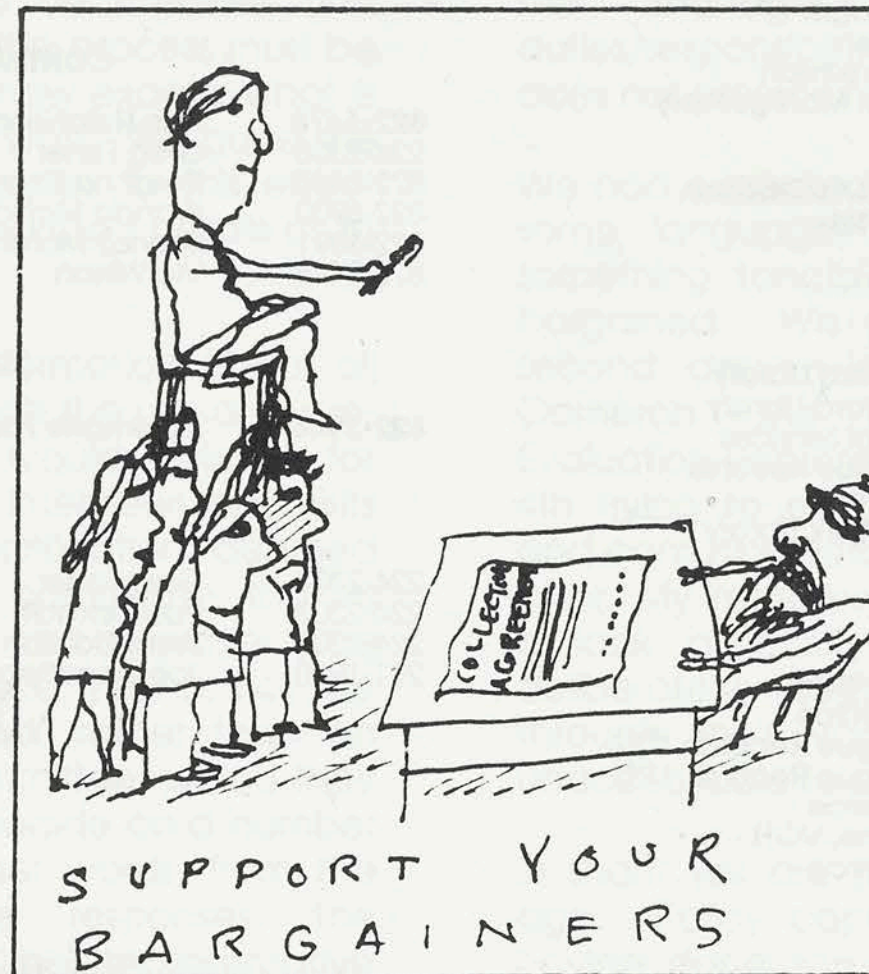
# ON CUE

CUPE LOCAL 2950

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

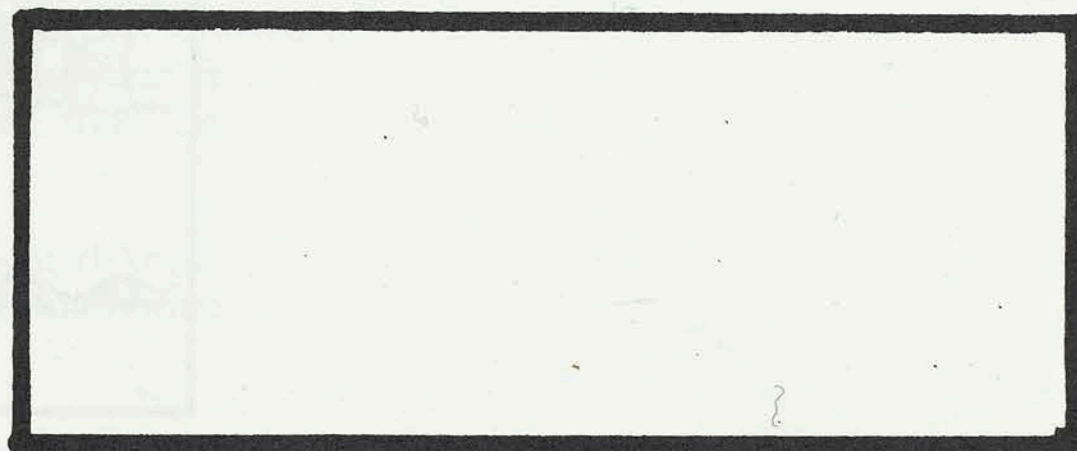
224-2308

## FEBRUARY, 1992



### FEBRUARY 27TH MEMBERSHIP MEETING TO CONSIDER THIS MOTION...

"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 a special membership meeting"





**C.U.E. REPRESENTATIVE LIST****EXECUTIVE COMMITTEE**

<b>822-8498</b>	<b>President</b>	<b>Vic Wilson</b>
822-5925	1st Vice-Pres.	Sharon Krowchuk
822-5478	2nd Vice-Pres.	Ann Hutchison
822-2521	Secretary-Treas.	Polly Dieher
822-3445	Rec. Secretary	Jennifer Martin
822-2882/3	Health & Safety	Stephanie Shepard
822-2944	Education	Rosemarie Page
822-6909	Newsletter Ctte.	Suzan Zagar
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**

<b>822-6909</b>	<b>Suzan Zagar</b>	<b>Woodward Library</b>
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**

<b>822-5925</b>	<b>Sharon Krowchuk</b>	<b>BioChemistry</b>
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**

<b>822-2882/3</b>	<b>Stephanie Shepard</b>	<b>Woodward Library</b>
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**

<b>822-5478</b>	<b>Ann Hutchison</b>	<b>Catalogue Rec. LPC</b>
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**

<b>822-2944</b>	<b>Rosemarie Page</b>	<b>Fac. of Law</b>
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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****IN THIS ISSUE...**

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**CONTRACT COMMITTEE REPORT**

There appear to be irreconcilable philosophical differences between the Union and the University on our approaches to Job Evaluation. This came to light in our Feb. 4th and 5th negotiating sessions.

For a job evaluation plan to be credible and accepted by all our members the process must be truly joint and everyone must know exactly what is going on every step along the way. We gave the University a written list of principles to this effect along with several pages of expanded details as to how such a plan would work.

Our plan calls for gathering information about all jobs from all our members through the use of a pre-tested questionnaire that would allow for comments, in conjunction with interviews and visits to the workplace for any clarification deemed necessary by an evaluation committee that is equally representative of Union and employer. The University wants a multiple choice, yes-no, tick the appropriate box, i.e. a 'closed' rather than an 'open' questionnaire. The committee, which they agree should be joint, would "decide on a number of 'benchmarks' jobs". In other words, from the many Sec. II questionnaire responses, the committee would come up with 1 representative benchmark or job standard. That is what we have now and both sides acknowledge the present system isn't working! The University accepts that the committee would decide and define the 'factors' (e.g. skill, effort, working conditions) to be rated. On who does the rating is where we again part company. We insist that the committee must rate each and every job while the University would prefer to "run" only the "benchmarks" through a computer where they would be rated against who knows what.

We want the committee to establish weights and points for each of the factors after all jobs have been rated. The University "will not say we won't use the black box to say what the weights should be".

Our approach provides for the development of job descriptions for every job. This would be done from the information gleaned through the questionnaire and any interviews or work site visits. Employee and supervisor would each review a draft and the agreed upon description would be signed off. This would happen before even the Job Evaluation Plan is developed, to avoid bias. Once the plan is developed each job description would then be rated by the committee.

In the University's scheme managers would know the factors in advance, because their questionnaire

would "clearly indicate factor level". Where a manager recognized he or she may have to pay more in the future for certain duties there could be a reluctance to agree upon those duties. And here is where there is no jointness in the University approach. They insist that "where a manager and employee disagree on duties and responsibilities, the manager's definition of the job duties/responsibilities will prevail". Also, their plan does not provide for job descriptions for us all.

We had expected the University to present us with some language for a plan based on Wyatt, something tangible and detailed that could be bargained. We got nothing in writing until the second day. Joe, Gabriel Ethier and Carole Cameron (our National and Regional Job Evaluation Representatives) spent most of February 4th trying to extract, from the University's vague and confusing verbal proposal, just what they were after. My impression was that either there really was a lack of clarity on their side or they were deliberately trying to draw us into a process, through their vagueness, that they knew was unacceptable to us.

In short, we are no closer than we were months ago. Policy capturing with the appearance of having done something serious about J.E. is our employer's game plan. Joe informed the University, on our behalf, that "we are prepared to wait for the provincial government to come down with pay equity legislation (it has promised this) which will call for a joint job evaluation programme".

It is almost certain that the University will not have had a change of philosophical heart by the time we meet again on February 19th. If they do we will have something to talk about, otherwise we will be down to the money issues.

CUPE 116, with Joe at the table, met with the University on Thursday, February 6th. Apart from some re-shuffling, their total compensation offer, essentially the same as ours, remains unchanged. So, we know what we can expect on the 19th!

**ANN HUTCHISON**  
**Chair, Contract Committee**



## SHE'S A CLERK II AT STEP C...

Ms. X, I'll call her, has worked full-time for the University since 1989. Her monthly net income is \$1502. She is the single parent of a 10 year old boy for whom she receives no child support.

Ms. X pays \$525 per month for a 2 bedroom basement suite in South-East Vancouver near Knight Street. The rent hasn't increased in two years - "I have a good landlord who knows I can't afford it". All of her furniture is second hand and most has been donated. She has no household insurance. Heat and light cost \$60 a month, phone and cable average out to \$17 and \$17.50 each month.

Food costs have been increasing as her son grows. Bulk food buying, fresh vegetables from friends' and relatives' gardens, and the use of a friend's freezer all help the grocery bill which runs to approximately \$240 a month. Her church has a food bank and clothing available for low income families. "At first I was too proud to go to the food bank", she told me, "but it helps me make it through the month."

Clothing, averaged out over the year, works out to about \$150 per month. Ms. X's son is big for his age and into men's sizes for clothing and shoes. He's a very active boy and sometimes wears clothes out before growing out of them. Most of his mother's clothing comes as 'hand-me-downs' from friends and from second hand stores.

Ms. X brought a car while she still worked in the private sector where she lost her job when the company she was working for went bankrupt. Monthly payments for her 1988 small car are \$250, gas is \$70, and car insurance averages out to \$80 a month. She hasn't kept up the maintenance checks. She told me she has considered selling it but without a car getting bulk foods home and getting her son to and from his activities would be difficult. Also relying on the transit system would add considerably to both ends of her working day at UBC and that would result in less time and energy for the part-time work she does, when she can.

Day care averages out to \$66 a month. She tries to schedule her holidays for the expensive summer months when her child is out of school. Her day care costs would be higher, she told me, if it weren't for her ability to use the subsidized 'Boys and Girls Clubs' for low income families.

A 'miscellaneous' \$80 a month covers school supplies, hot dog day, a recorder, books, son's bus fare and allowance, as well as haircuts for both - if one gets a haircut this month the other will wait until next month.

Ms. X's bare monthly expenses total \$1556; subtract \$1502 net means she goes in the hole at the rate of about \$54 a month. Her part-time work, a charge card and income tax refund keep her continually juggling.

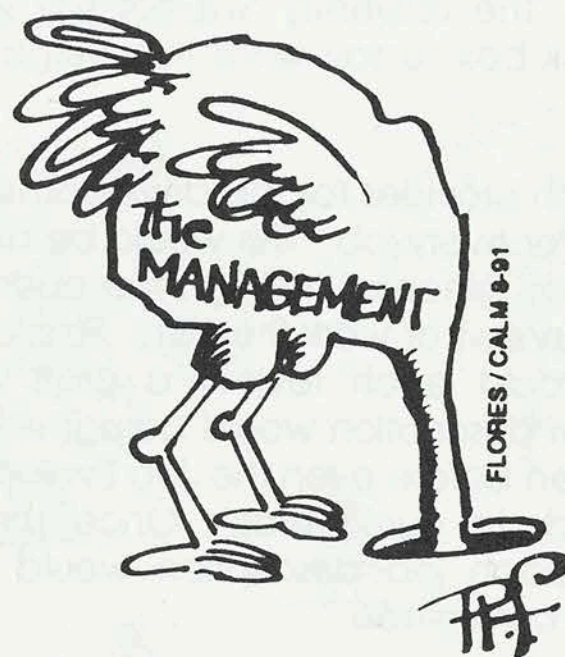
There is no entertainment line in this woman's budget, no savings, no vacations, no sports for son, no long distance telephone calls to relatives in the east, "... no money for additional education for me".

Her child is growing up before his time -- he has occasionally used his allowance to buy things for their home. He doesn't always bring his school photos home because he believes they can't afford them. And when he looks in the fridge, as growing boys do, he'll ask "which is cheaper, milk or juice?"

In the media Ms. X would be referred to as one of the 'working poor'. Her story is not unique in our bargaining unit. From responses to our contract committee questionnaire of more than a year ago, we know that there are a significant number of you out there whose circumstances are similar.

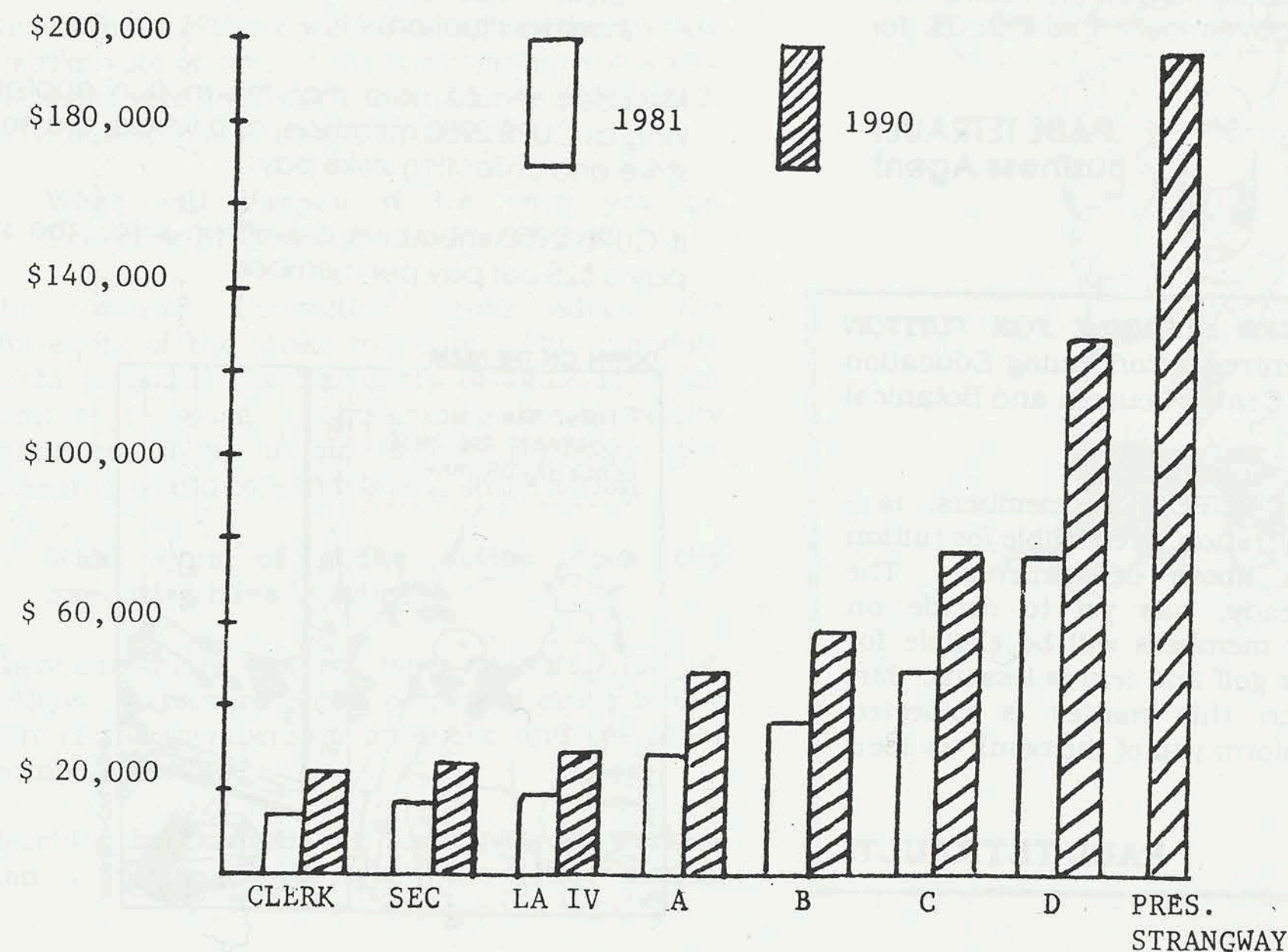
Single parents in the higher pay grades are only marginally better off. If Ms. X netted, for example, my LA IV Step C \$1690 (my income tax and pension fund deductions are higher - I have no deductions for bonds) she would take home an additional \$188 per month. That money would help considerably but she would continue to be one of the 'working poor'.

**ANN HUTCHISON**  
for the Contract Committee



## DIFFERENCES IN SALARY INCREASES: CUPE 2950 vs UBC ADMINISTRATORS

	1981	1990	% Inc. 1981-1990	\$ Inc. 1981-1990
A. Gail Robertson Admin. Officer Faculty of Commerce	27,423	49,806	81.6%	22,383
B. Margaret Friesen Inter Library Loans Main Library	36,489	59,950	64%	23,461
C. Erik de Bruijn Univ. Librarian Main Library	48,591	77,578	59.6%	28,987
D. Peter Lusztig Professor & Dean Faculty of Commerce	77,500	128,754	66%	51,254
Clerk II	16,344	23,436	43%	7,092
Sec. III	17,892	25,116	40%	7,224
LA IV	19,500	28,440	45.8%	8,940





## B.C.I.T. CLERICAL WORKERS END STRIKE...WIN 10% OVER 22 MONTHS!

B.C.I.T. secretarial and clerical workers ended a 2 1/2 week strike last week. They won a wage increase of 10% over 22 months.

B.C.I.T. workers, over 90% women, had voted 91% in favor of a strike in January, 1992. B.C.I.T. had offered them 7% over 27 months.

The B.C.I.T. secretarial and clerical workers were particularly mad that B.C.I.T. had given the mostly male trade instructors 15% over 2 years and then were not willing to match this for them.

CUPE 2950 Executive members visited the B.C.I.T. picket line in the first week of the strike.

We had interesting discussions with the strikers, most of whom were on their first strike and mad as hell that B.C.I.T. had forced them to strike.

One secretary told us;

*"I used to wonder about people on picket lines, why would they do that, now I know. The B.C.I.T. offer was just not fair to us. It was a fight for dignity. These managers just don't value our work properly,*

*I'm here because I can't afford to fall further behind inflation. You lose some now on strike but you gain it over the years as your salary adds up."*

After 2 weeks of strike action, B.C.I.T. increased their offer and the N.D.P. government threw in 3% for pay equity.

**PAUL TETRAULT**  
Business Agent

### CUPE 2950 MEMBERS ELIGIBLE FOR TUITION WAIVERS for the Centre of Continuing Education Courses, Computing Centre Courses and Botanical Garden Courses.

Just a reminder that CUPE 2950 members, as a result of a recent arbitration, are eligible for tuition fee waivers for the above departments. The arbitrator, Vince Ready, has yet to decide on whether CUPE 2950 members will be eligible for tuition fee waivers for golf and tennis lessons. Mr. Ready's decisions on this matter is expected shortly and we will inform you of the result as soon as it comes in.

**PAUL TETRAULT**

## STRIKE PAY VOTED ON AT LAST UNION MEETING

At the January membership meeting, the following motion was passed...

### MOVED: by the Executive

*That in the event of rotational strikes or strike action which affects a portion(s) of CUPE 2950 in 1992 which predates strike action which would affect the CUPE 2950 membership as a whole, affected CUPE 2950 members, who are not deemed essential be paid 90% of their gross salary after CPP, UIC, LTD, Union Dues and Income tax have been deducted (CUPE net). This strike pay is to be paid from the CUPE 2950 strike fund.*

*To qualify for this strike pay a member must respect picket lines, check in three times per week at a CUPE 2950 table and staff one of the check-in tables for a minimum of four hours per week and as needed.*

### CARRIED

According to this motion, 2 groups of CUPE 2950 members are eligible for this special strike pay.

1. CUPE 2950 members who are on a rotational strike (for example, if workers in 1 department or location are on strike and not working, while other CUPE 2950 members are working).
2. CUPE 2950 members who are respecting the picket lines of another Union (such as in a hospital situation)

Members should note that this motion applies so long as CUPE 2950 members, as a whole, are not on strike and collecting strike pay.

If CUPE 2950 members are all on strike, the strike pay is \$25 per pay per member.

### DOWN ON THE FARM



## CUPE 2950 EXECUTIVE TO RECOMMEND THAT THE UNION TAKE STRIKE VOTE

The Executive is proposing the following motion at the February 27th meeting.

### MOVED: by the Executive

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 a special membership meeting..

### 1. Does the CUPE 2950 Executive and Contract Committee want a strike?

No, we want to avoid a strike but we cannot accept an unfair contract. We recommend that the members say yes to a strike vote on February 27th and yes on March 3rd, so that we can show the University that CUPE 2950 members are opposed to this unfair contract.

### 2. Why should CUPE 2950 members take a strike vote?

After 1 year of negotiations the University refuses to move on their offer of 4%. They have given M & P and Non-Union Technicians 6 + 7%. Your negotiating team needs a mandate from you. A yes vote to a strike would give your negotiating committee a mandate to go back to the University with a strong rejection of their offer.

### 3. What will happen on February 27th?

On February 27th we will be voting whether to take a strike vote or not. If the membership votes yes, the strike vote itself won't take place until March 3, 1992 at a special membership meeting.

### 4. What will happen if we vote yes on February 27th and yes on March 3rd?

The Contract Committee would advise the University of the strike mandate. This mandate might persuade the University to agree to a fair contract to avoid a strike. If the University continues to be unfair to our members, the Executive would consider taking strike action.

### 5. What type of strike action does the Executive have in mind?

There are many different types of strikes or job actions. A rotating strike or partial strike is one part of the membership on strike and the other members working.

Recently, for example, the Vancouver city workers had a rotating strike when the police clerical

workers were on strike while other city workers were working.

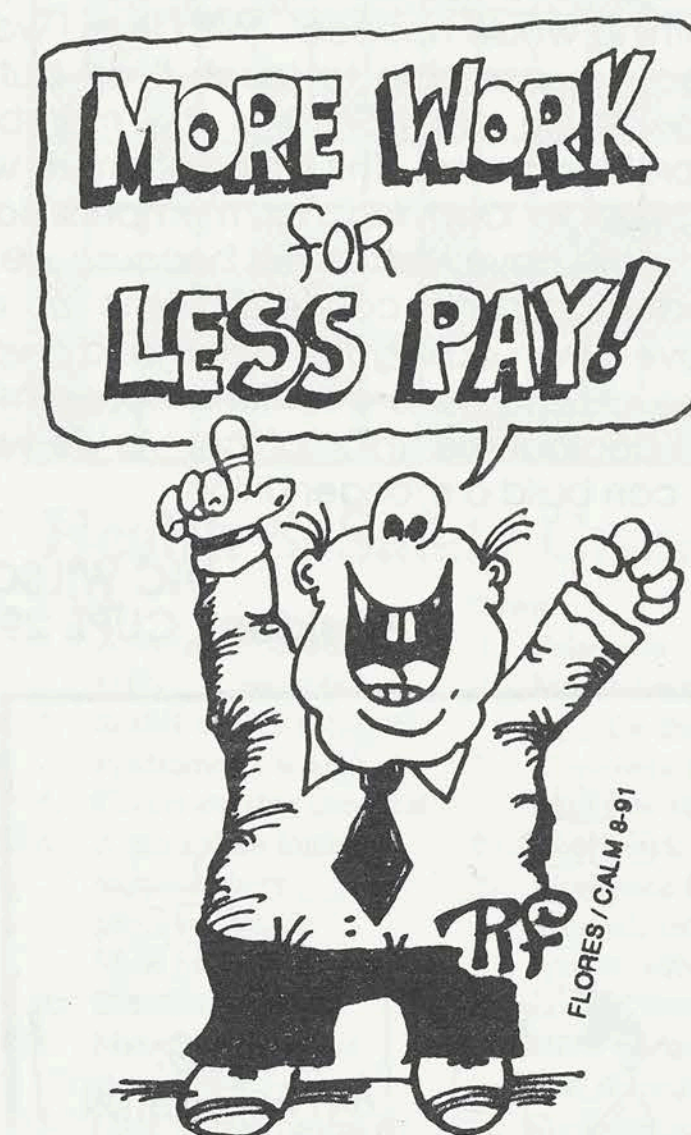
A University wide strike would involve all CUPE 2950 members on campus.

### 6. What about strike pay in the event of a strike?

See article on strike pay in this issue.

### 7. What's happening in the CUPE 116 negotiations?

The University has made the same offer to CUPE 116 as they have to CUPE 2950. Negotiations for both locals are being handled by CUPE Regional Representative, Joe Denofreo. CUPE 116 is also preparing for a strike vote for the end of February. If strike action is necessary, CUPE 116 and CUPE 2950 would co-ordinate any strike action including rotating strikes or a University wide strike.



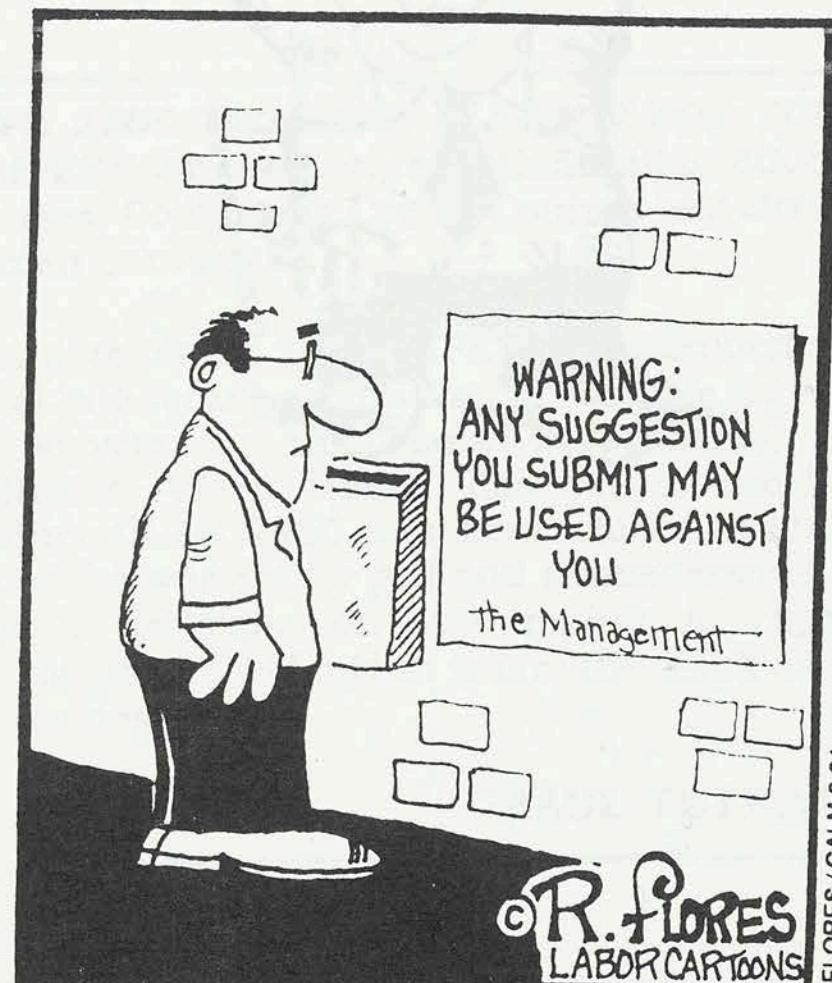


PRESIDENT'S REPORT

As I take over the position of President, I want to thank those who have been supportive of me over the last few years. There seems to be a neverending load of work to be done and too few people to do it. If this sounds like a call for more stewards, you're right. It seems rather strange, but as we gain more stewards the work also increases. My experiences in the Faculty of Commerce have shown me this. As the Union's presence becomes more visible on the worksite, our members are more inclined to bring their problems and concerns to the stewards without fear of reprisal. Please feel free to contact me regarding this if you would like some information.

On the lighter side, I wanted to share a little "nightmare" I experienced recently. When I woke up one morning I was a little rattled and tried to piece together the events that occurred. I recalled having a meeting with a Union member regarding a problem. I told the individual not to worry, we could meet with the manager and get the problem resolved. The next day on my way to work, I see this individual in handcuffs being led off by a police officer. This individual looks at me and said "you promised nothing would happen". With that, I woke up in a sweat. I was able to laugh it off but in reality, I know there are concerns the members face when problems arise. This little nightmare was in no way close to anything our members have experienced, yet I have written this because we as a Union understand the concerns some of our members have when calling the office and I want to encourage all who have questions, concerns or comments to contact the Union office. As we work together we can build a stronger Union.

VIC WILSON  
President, CUPE 2950



GRIEVANCE COMMITTEE REPORT

Current caseload:  
arbitrations, grievances,  
investigations,  
WCB claims

Total 85

Article #'s: 1.01, 2.01, 3.01, 3.02, 3.06, 5.04, 5.05, 5.06, 8.02, 9.02, 9.03, 9.04, 13.09, 19, 20.01, 21.01, 22.01, 22.07, 23.01, 24.05, 27.03, 27.04, 28.02, 29, 30, 30.05, 30.06, 30.07, 31.02, 31.04, 33.02, 33.04

- The Biochemistry flextime arbitration has been set for February 24 and 25.
- IRC hearings will begin in April. A preliminary meeting is scheduled for February 21.

This heavy caseload is indicative of management's lack of regard for our certification boundaries and the hard-won provisions of our collective agreement. More positively, however, it demonstrates our members' willingness to challenge unfair acts of management. Don't be hesitant in filing a complaint. Our union strength is derived through the collective support of our membership. Know your rights.

Sharon Krowchuk  
Chair, Grievance Committee

Notable quotables

CALM

■ "Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it's the only thing that ever has."

- Margaret Mead

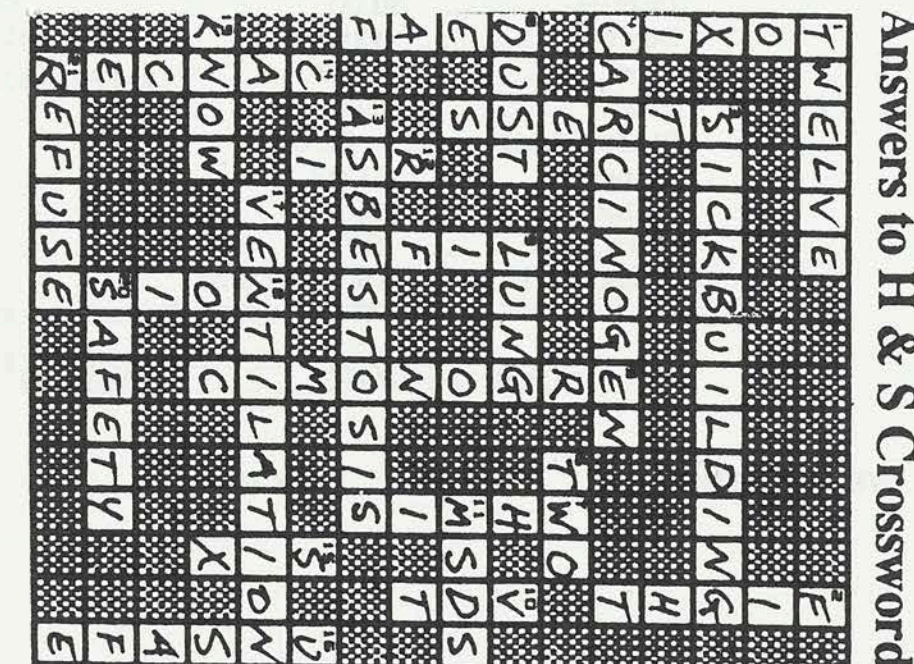
HEALTH AND SAFETY COMMITTEE REPORT

Two major investigations have been heating up in this last month. The Health and Safety Committee is following up on the Workers' Compensation Board reports on the Main Library to ensure compliance. Tethering of the bookstacks began in December, and will take approximately three months to complete. Emergency lighting has still not been installed, however, and the W.C.B. and the University Fire Department have been involved, along with the Union, in pressuring the administration to implement the required safety measures. In the Library Processing Centre, members have declined to handle any materials originating at the Shastri Institute in India, or to process any items in Ottawa, where samples of bacteriologically infected material were sent in late December. The Committee is also active in alerting members of the Canadian Postal Workers' Union to the hazards of handling the Shastri Institute materials, which arrive by sea mail.

Any members with health and safety problems which are not being satisfactorily resolved at the level of our local D/A/B/S Committee (remember what that means from last month's report?), are invited to contact the Health and Safety Committee.

**HOMEWORK QUESTION:** Do you have emergency lighting in your worksite? If you do not, ask your D/A/B/S Chairperson to lobby for its implementation.

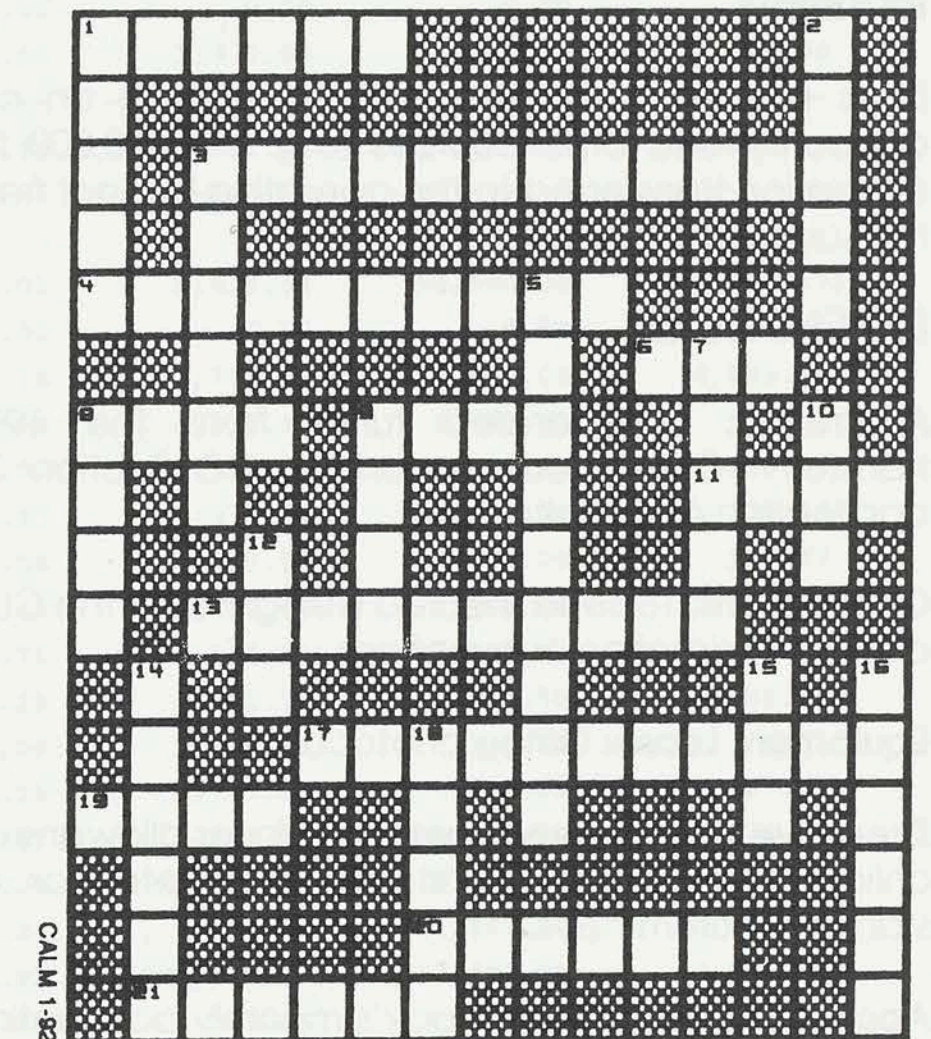
STEPHANIE SHEPARD  
Chair, Health & Safety Committee



Answers to H & S Crossword

CROSSWORD PUZZLES

This is a new feature that the newsletter hopes to continue. We hope that the puzzle provides some fun and information for crossword fiends.



Health & Safety Crossword

Across

1. A worker is disabled every \_\_\_\_ seconds
3. Sealed offices suffer this syndrome (2 words)
4. Cancer-causing chemical
6. A workplace injury happens every \_\_\_\_ hours in Canada
8. Mine hazard
9. Breathing organ
11. Material safety data sheets (abbr.)
13. Lung disease caused by asbestos
17. Many workplaces suffer from poor \_\_\_\_
19. Workers have the right to \_\_\_\_ about hazards
20. The S in H & S
21. Workers should have the right to \_\_\_\_ unsafe work

Down

1. Poisonous
2. Mourn for the dead - \_\_\_\_ for the living
3. Employers are slow to recognize this hazard
5. Good work design
7. Workplace hazardous materials information system (abbr.)
8. Loss of hearing
9. More workers lose this than do police officers
10. Computer screen (abbr.)
12. Repetitive strain injury (abbr.)
14. The big C
15. A workplace injury every \_\_\_\_ seconds
16. Working without breaks is \_\_\_\_
18. Invisible hazard



TREASURER'S REPORT

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



INCOME STATEMENT FOR THE MONTH OF JANUARY, 1992  
TYPICAL UBC EMPLOYEE'S INCOME STATEMENT

REVENUE .....	\$1510.00
EXPENSES:	
Rent .....	\$550.00
Utilities .....	30.00
Day Care .....	425.00
Food .....	216.67
Bus .....	50.00
Student Loan .....	80.00
Diapers .....	61.02
Clothes .....	100.00
Laundry .....	20.00
Coffee (\$0.25/CUP PER DAY) .....	5.50
TOTAL EXPENSES .....	\$1538.19
NET SURPLUS .....	(\$28.19)

CANADIAN UNIVERSITY EMPLOYEES

CUPE LOCAL 2950  
Interim Statement of Income  
12 months ended 31 December 1991  
(Unaudited-See notice to reader)

	Curr. Month This Year	Actual Yr.- to-Date	Budget Yr.- to-Date	Over/(Under Budget
REVENUE				
Dues & Initiation Fees	43,716.60	516,990.03	503,100.00	13,890.03
Interest Income	431.98	12,160.97	12,100.00	60.97
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	2,470.00	0.00	2,470.00
	44,148.58	531,621.00	565,900.00	(34,279.00)
EXPENDITURES				
Arbitration Expense	0.00	5,451.53	55,500.00	(50,048.47)
Contribution to Strike Fund	0.00	0.00	0.00	0.00
Course Fees and Conferences	1,799.76	23,785.12	19,500.00	4,285.12
Depreciation	206.00	2,472.00	2,400.00	72.00
Donations	0.00	5,750.00	1,200.00	4,550.00
Subscriptions	175.27	2,379.66	2,100.00	279.66
Equipment Lease	297.06	3,747.97	3,600.00	147.97
Executive & Committee Expenses	520.44	1,696.48	1,800.00	(103.52)
Exec & Comm Booking Off	1,022.71	23,006.19	21,600.00	1,406.19
Insurance	69.25	811.32	900.00	(88.68)
Interest & Bank Charges	6.00	121.85	120.00	1.85
Accounting Fees	401.25	5,707.68	4,800.00	907.68
Medical Benefits--Members	1,955.82	15,825.45	16,000.00	(174.55)
Newsletter	0.00	9,518.56	10,200.00	(681.44)
Office Supplies	(84.24)	2,765.67	4,800.00	(2,034.33)
Per Capita Tax -- C.U.P.E.	18,545.92	228,278.34	230,480.00	(2,201.66)
Postage/Courier/Fax	124.56	511.35	600.00	(88.65)
Printing	(0.01)	488.10	2,400.00	(1,911.90)
Legal/Professional/Consulting	0.00	0.00	1,200.00	(1,200.00)
Rent & Taxes	1,146.10	13,625.35	14,400.00	(774.65)
Repairs & Maintenance-General	85.60	1,197.60	1,500.00	(302.40)
Repairs & Maintenance - Equip	128.94	2,724.67	2,040.00	684.67
Salaries - Union Office Staff	9,979.61	111,587.61	114,125.00	(2,537.39)
Benefits - Union Office Staff	1,835.23	14,328.76	24,900.00	(10,571.24)
Taxi & Parking Expenses	294.70	3,196.36	1,800.00	1,396.36
Telephone	319.67	3,050.45	4,200.00	(1,149.55)
Utilities	136.80	789.96	960.00	(170.04)
	38,966.44	482,818.03	543,125.00	(60,306.97)
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES FOR THE PERIOD	5,182.14	48,802.97	22,775.00	26,027.97



	January	February	March	April	May	June	July	August	September	October	November	December	Total
Revenue													
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/Metro	200	200	200	200	200	200	200	200	200	200	200	200	2,400
Per Capita/BC Fed	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)

GENERAL MEMBERSHIP MEETING

30th January, 1992

MINUTES

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

1. ROLL CALL OF OFFICERS

Vic Willson	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
Jennifer Martin	Recording Secretary
Stephen Montgomery	Sergeant-at-Arms
Lynn Jenkinson	Sergeant-at-Arms
Greg Fisher	Union Organizer
Paul Tetrault	Business Agent

The meeting was called to order at approximately 12:45 p.m.

2. ADOPTION OF AGENDA

MOVED:Erickson/SECONDED:Taggart

That the agenda be adopted as amended.

CARRIED

3. ADOPTION OF MINUTES of November 21, 1991.

MOVED:Erickson/SECONDED:Shepard

That the minutes of Nov. 21, 1991 be adopted.

CARRIED

4. PRESIDENT'S REPORT

CIBC

We are considering moving our accounts out of CIBC due to their unacceptable treatment of their workers who are on strike in Powell River

5. NOMINATIONS

Lois Moen was acclaimed as Chief Shop Steward and duly installed.

6. CONTRACT

The University has not been paying benefits to part-time employees who work less than 17.5 hours. The Job Evaluation plan will be discussed in a joint meeting on Feb. 4 & 5, 1992. The University wants a 3 yr. contract, with a "wage reopener" which says they will come to the table at some time in the future to negotiate wages. Our fear is they will say there's no money and walk away at a time when we can't force them to negotiate. We want to increase the dental coverage to be paid 100% by employer and include 100% coverage in all 3 plans. Maternity

leave - 15 weeks and 2 week waiting period would be topped up. 18 weeks + 10 week parental leave has been on the table for some time and still is. We want expedited arbitration. Steps should be on the actual anniversary not the 13th month. Strangway has been giving non-Union Technicians and M & P 7%. The faculty have money for merit increases so even if they only have 4% on paper overall they will have higher than 4%. Ann stated that 457 of 2939 people make more than \$80,000/yr and 128 of 2939 salaries over \$100,000. They have no idea how our members, many of them single mothers, try to cope on much less than \$35,000. Joe Denofreo is at the bargaining table for all 3 CUPE locals (116, 2950 and 2278) on campus. All have rejected 4%. B.C. Hydro 5% & 6% for a 2 year contract (secretarial and electricians). Port Coquitlam municipal workers settled for 5.5%, 5.25%, & 5% over 3 yrs. Surrey municipal workers have settled for a similar contract. We must get angry. the cost of living is 5.2% - we need to be kept close to this. The University has a budget of over \$300 million, go back and decide how you'll spend it, ie. put more on the table! This is the University's problem not ours. We are still waiting and talking.

7. OFFICE STAFF REPORTS

Business Agent's Report

Paul read out the proposed motion and explained its rationale and ramifications of implications. Both Paul and Joe Denofreo answered members questions on the pros and cons of the proposed motion.

MOVED:by the Executive

That in the event of rotational strikes or strike action which affects a portion(s) of CUPE 2950 in 1992 which predates strike action which would affect the CUPE 2950 membership as a whole, affected CUPE 2950 members, who are not deemed essential be paid 90% of their gross salary after CPP, UIC, LTD, Union Dues and Income tax have been deducted (CUPE net). This strike pay is to be paid from the CUPE 2950 strike fund.

To qualify for this strike pay a member must respect picket lines, check in three times per week at a CUPE 2950 table and staff one of the check-in tables for a minimum of four hours per week and as needed.

CARRIED

8. UNFINISHED BUSINESS

I. Bylaws

No time for the Bylaws

II. Women's Committee

Catherine Martell spoke to the membership about the need for a Women's Committee to function as a liaison with similarly functioning committess within the campus and across Union, secondly to serve as representatives to other Unions and campus committees.

To service women's needs on campus - single mothers, daycare, etc. Catherine is willing to head up this Committee in order to get it going but she needs members. Anyone interested can call her at 631-5425.



**MOVED:**Erickson/**SECONDED:**Saiko  
That this committee be created

#### 9. TREASURER'S REPORT

The budget will be discussed at the next general meeting. It will appear in the next newsletter.

#### 10. COMMITTEE REPORTS

##### Health & Safety Committee

Several major investigations are still underway (1) Main Library, (2) LPC declined to work with Shastri products - right to refuse clause still agreed to (3) Ergonomics workshop - worksites who would like to be evaluated by the expert on ergonomics who did the RSI workshop on campus are asked to contact the Health & Safety Committee. Health and Safety meets 2nd & 4th Wednesday, new members are always welcome.

##### Education Committee

Courses upcoming - B.C. Federation of Labour, Working Skills for Women, March 6 & 7 deadline end of February. The Chair read a portion of a letter from Capilano College thanking us for our financial support of the Team Concept conference, which many of our members attended. Harrison Winter school participants are Vic Wilson, Lynn Jenkinson and Karen Hale. CUPE Metro District is holding a workshop on Feb. 6-8 for Time Management and on Apr. 6-10 9-4:30 for Introduction to Job Evaluation, Naramata - May 4-8 and May 11-15.

##### Grievance Committee

Over 80 cases are being investigated. Ann Hutchison was presented as a new member of the Grievance Committee

##### Newsletter Committee

**MOVED:**Erickson/**SECONDED:**Hutchison

That members of the Communication Committee be Marilyn MacPherson, Steve McConnell, Richard Melanson and Dale Tenby.

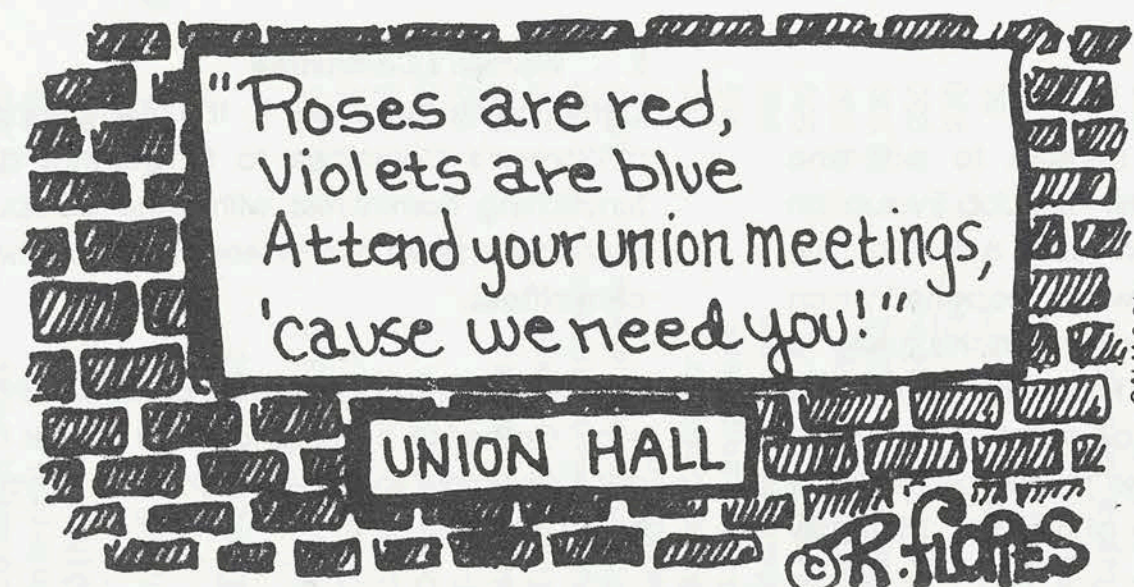
**CARRIED**

Deadline for the newsletter is Feb. 7th

**MOVED:**Erickson

That we adjourn.

**CARRIED**



## YES!!! WE NOW HAVE A WOMEN'S COMMITTEE

At our last general meeting a motion was passed to establish a Women's Committee within our local. It was further decided that any discussion regarding whether this would be a special or standing committee would be deferred for two months.

The response we have received so far with respect to the establishment of our new Women's Committee has been quite enthusiastic. Our first meeting has been scheduled for Thursday, February 20, 1992, at 4:30 p.m. in the Union office. If you are interested in participating on this Committee but are unable to make the first meeting, you can either call me or leave a message at the Union office. Our first meeting will focus on the direction we want to take with this committee and it will also be an opportunity for those of use who want to be involved in working on women's issues within this local to meet and get a sense of where our strengths and interests lie. Even if you're just curious and don't have a clear sense of what you may have to contribute to such a committee, please feel free to join us ... the intent is for this to be an open forum for women within our local. Whatever time and/or energy you may have to spare (and so many of us have too little of either) will be most welcome.

In addition to the above, we will be having a focused discussion on the issue of Pay Equity; this is a crucial concern for our membership at this time as it is a critical factor in our current negotiations at the bargaining table. Come prepared for a lively discussion and bring any other concerns which you would like to see addressed by our new Women's Committee.

**CATHERINE MARTELL**  
Facilitator, CUPE 2950 Women's Committee

## 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!

### BEAUTIFUL HAND-MADE PORTRAIT FRAMES

An ideal gift idea for new mothers, grandmothers and baby showers.

Frame size of your choice  
(3 1/2 x 5, 5 x 7, 8 x 10)  
delicately surrounded by eyelet  
and finished with ribbons and pearls.  
Personalize your frame with added touches  
such as toys, sequins or mementoes.

Call today to order your customized frame.

**██████████** EVENINGS.  
CONTACT HELEN SIWAK

## Quote of the month

CALM

■ "The Canadian worker can either work harder for less pay or not work at all. It's pretty simple - that's what competitiveness means."

- Conservative MP Don Blenkarn

## SEXUAL MISCONDUCT BY DOCTORS

### Has it happened to you?

The physicians of B.C. are concerned about the problem of sexual abuse of patients. A committee has been appointed by the College of Physicians and Surgeons to examine issues and procedures relating to sexual misconduct by physicians. This Committee hopes to publish a report in mid-1992.

Sexual misconduct can be any words or actions by a physician which make you feel uncomfortable in a sexual way. The College of Physicians and Surgeons believes that any type of sexual behaviour by a physician towards a patient is not acceptable under any circumstances. A physician is any kind of medical doctor, including a psychiatrist.

If you have questions or concerns, or feel you have reason to complain about physician sexual misconduct, there is a toll free number for you to call. This number will be in effect while the Committee is examining this problem.

Your call will be answered by an experienced female counsellor (or male if you prefer) - not a doctor. You will not be asked to give your name. Your call will be strictly confidential.

Translation services will be made available for people who are hearing impaired or for whom English is a second language. To request this service, please have another person who can speak English contact the toll free line for you.

Phone lines are open from 8:00 a.m. to 8:00 p.m. and the number is:

**1 - 800 - 661 - 9701**

If you have questions to ask, or information to share, PLEASE CALL.

**Committee on Physician Sexual Misconduct**



# **GENERAL MEMBERSHIP MEETING**

**27th FEBRUARY, 1992 @ SUB BALLROOM**

**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 Jan. 30th, 1992**

**4. CONTRACT**

**MOVED:** by the Executive

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 a special membership meeting

**5. TREASURER'S REPORT**

i. Budget

**6. BUSINESS ARISING FROM THE MINUTES**

**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**