



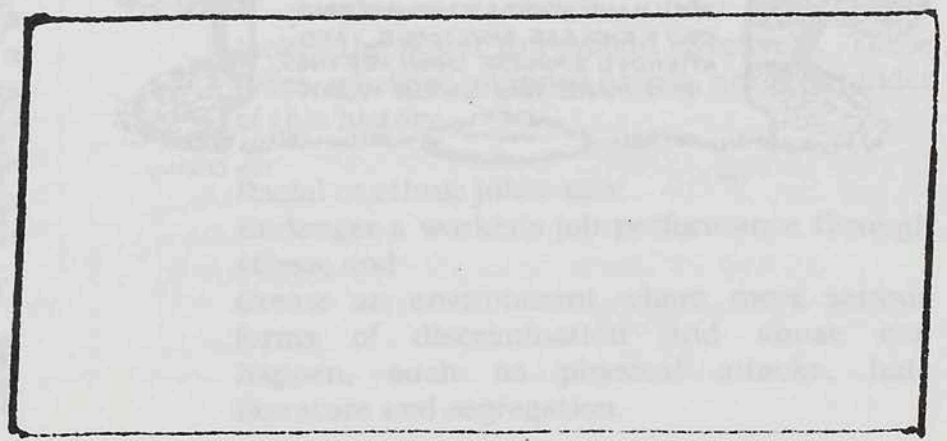
ON CUE

SEPTEMBER 1989



IN THIS ISSUE...

Communication Committee Report	2
Inside the Stacks	2
President's Report	3
Grievance Committee Report	3
Contract Committee Report	3
What is Racial Harassment	3
CUPE National Convention	4
Labour Education	5
Pink File	6
Racism - Why is this a Union Problem	6
Letters to the Editor	7
University's Hearing Problem	8
Financial Statements	10
Where Your Dues Dollars Go	13
CUE Representative	14
Membership Minutes (Aug 24)	15
Membership Meeting Agenda	16



COMMUNICATIONS COMMITTEE REPORT

I would like to introduce myself, Jan Taggart, as the newest member of the Communications Committee. I have been working in the UBC Library as an LA III for fifteen years, primarily in the Catalogue Records Division. In the past I have always been a silent supporter of the Union but now feel the time is right to participate in a more productive manner. I hope to encourage people both inside and outside the Library to submit material to the newsletter that would help to express their concerns and ideas in reference to their working environment.

The Communications Committee proposes an on-going column targeting the library environment and would welcome any items of interest. Feel free to send your material to me.

Jan Taggart (228-5951)
Communications Committee.

Just before Lorenzo's Last Stand



INSIDE THE STACKS

ON CUE's Library Column

The Lower Mainland CUPE Library Committee has been meeting on a monthly basis for over a year and a half now and although U.B.C. has been represented at a few meetings, the Committee feels our Library's absence.

They discuss topics relevant to Library workers such as Tech Change, Working Alone, Health and Safety, etc.

A few individuals have expressed an interest in attending these meetings on a rotating basis. If you do not want to commit yourself to a monthly meeting but wish to participate in union / library matters this may be an excellent opportunity to do so.

CUE has a large body of library workers and we should know what sort of problems are being faced and what solutions are being found at other libraries throughout the Lower Mainland.

The next meeting is on September 11th.

Call Ann Hutchison (228-5478) or Jan Taggart (228-5951) for more information.



PRESIDENT'S REPORT

There is no President's report this month as Greg is on his honeymoon. He was married on August 26th. Congratulations to both Greg and Shirley Wong (the new Mrs. Fisher).

GRIEVANCE COMMITTEE REPORT

The Union recently filed a grievance on medical and Extended Health benefits (Article 30.05), because we discovered that the University is not paying medical or Extended Health premiums for employees who work less than 17.5 hours per week. The collective agreement links participation in the dental plan with working a minimum of 17.5 hours per week. However, there is nothing in the agreement which applies the same restriction to the medical and Extended Health plans. In fact, the collective agreement clearly states that the employer must pay these premiums for all continuing and sessional employees. This includes part-time employees.

The University's position is that its current practice has been in effect for several years. The Union's response is that it has not waived its rights under the collective agreement and, in fact, has not been aware of the practice. The outcome of this grievance will affect a significant number of our CUE members.

SHIRLEY IRVINE,
Chair, Grievance Committee

CONTRACT COMMITTEE REPORT

Even though you don't yet have a copy of our present contract, it's not too soon to be thinking about improvements you would like to see in our next one. Take a few minutes to write them down, along with your name, local phone no. and department, and send them to the Contract Committee c/o CUE Union Office.

As for the status of our present collective agreement, the University has been examining a new index, which we proposed, before sending us a camera ready copy of the entire agreement. This we should get before the end of the month. After we have checked it for errors it will go to the printers, which process is expected to take about a month. So, you should finally have it in your hands some time in October.

ANN HUTCHISON
Chair, Contract Committee

JOB DESCRIPTIONS

The Union office has received many calls from members who disagree with their new job description. If you do not agree - please make a note to that effect on the description that you sign and make sure that the Job Evaluation committee is informed. The committee is comparing all descriptions with the job standards and it will make their job much easier if discrepancies are already noted.

FACT SHEET ONE

WHAT IS RACIAL HARASSMENT?

Harassment refers to any action:
 verbal or physical
 repeated or single
 deliberate
 unwelcome

Harassment is any action which:
 humiliates
 insults
 degrades

Harassment is an attempt to make someone feel less than equal.

Trade Unionists should not use racist words because:

They identify the racial or ethnic background as the most important part of a person;

They make the victim feel powerless;

They insult and degrade; and,

They create a climate which often leads to mistrust and lessens solidarity among workers.

When is a joke not a joke?

Racial or ethnic jokes have a history. They originated in those times when a race or group of people were socially under attack and lacked the power to respond effectively. These jokes, whether intended or not, are a reminder of this history.

Racial or ethnic jokes can:
 Endanger a worker's job performance through stress; and
 Create an environment where more serious forms of discrimination and abuse can happen, such as physical attacks, hate literature and segregation.

CUPE's National Convention October 1989

In October CUPE members from across the country will be arriving in Vancouver for the 14th biennial convention. This convention will provide the opportunity for our union to make major decisions about our future direction and to initiate a program of action to take CUPE into the 1990's.

Delegates will be debating a proposal to increase our per capita tax from .61% to .64%. This recommendation was proposed in order to address our continual shortfall in operating funds stemming from a lower than expected revenue base and a steady increase in demand for more services and new programs. This debate and decision is crucial for the long term financial health of CUPE and should provide the catalyst for evaluating our structure in a way that will allow the development of a set of priorities for services and programs. Combined with this will be discussions on short and long term strategy with respect to the future of public employees under the threat of the Free Trade Agreement and the continuing attempts by employers to contract out our work and embrace privatization.

Leadership on these issues will be of critical importance in the years ahead. Delegates at this convention will be electing a new Executive Board. At this time the main election campaign is for the position of National Secretary-Treasurer. With Brother Jean-Claude Laniel resigning at the end of convention, three candidates have declared themselves. Brother Mike Dumler, past CUPE BC President, Sister Judy D'Arcy, 1st Vice President of CUPE Ontario and Brother John Murphy of CUPE local 1000 Ontario Hydro. All of these candidates bring with them a strong background of activism in the trade union movement. They have all identified key issues and propose a wide range of proposals to deal with our financial strength, priorities and planning. 2950 delegates should review each platform carefully before the ballots are cast.

Overall the convention is an important opportunity for 2950 delegates to meet with our brothers and sisters, particularly other university and library employees. Increasing participation of our members is of key importance to strengthening our union. Hopefully the experience of our delegates will provide the inspiration for renewed enthusiasm to take on new challenges.

Submitted by:
Rhonda Spence
Business Agent



CONVENTION '89 DELEGATES

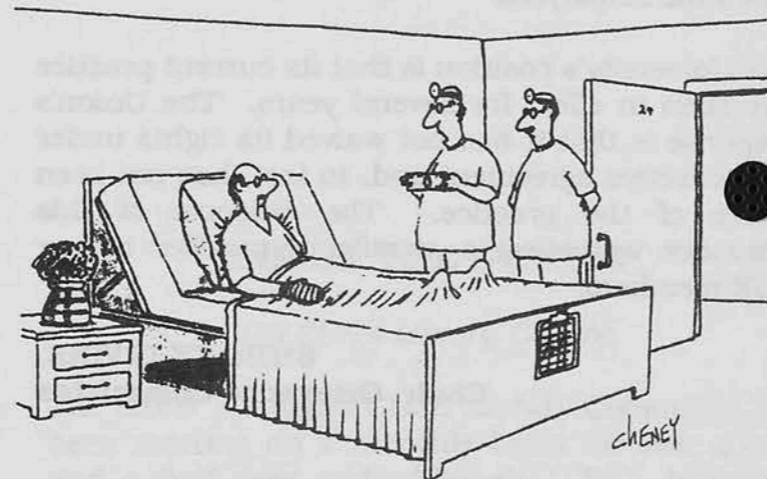
The following people will represent CUE as delegates at the CUPE National Convention in October:

Loretta Clarke
Diana Ellis
Greg Fisher
Ann Hutchison
Shirley Irvine

The guests will be:

Chuck Erickson
Pamela Lundrigan
Richard Melanson

The delegates and guests were elected at the August 24th Membership Meeting.



"This, Mr. Brillton, is what we found lodged in your fist."

BUSY BODY

This is a story about four people named Everybody, Somebody, Anybody and Nobody. There is an important job to be done in the Union Office and Everybody was sure that Somebody would do it. But Nobody did it. Somebody got angry about that because it was Everybody's job. Everybody thought Anybody could do it, but Nobody realized that Everybody wouldn't do it. It ended up that Everybody blamed Somebody who Nobody did what Anybody could have done.

LABOUR EDUCATION

CUPE AND VANCOUVER METRO COURSES

CUPE's Education Department
and
Vancouver Metro District Council

are offering the following **Weekend Courses** on November 4th and 5th, 1989

Contracting Out - Privatization
Effective Face to Face Communication
Occupational Health & Safety (Part I)

Courses run from 9:00 am - 4:30 pm daily and cost \$40.00.

A **Week Long School** is offered the week of October 30th to November 3rd, 1989. Courses offered are:

Pay Equity
Advanced Shop Steward Training

Courses run from 9:00 am - 4:30 pm daily and cost \$100.00.

All courses will be held at:
King's Inn Best Western
5411 Kingsway, Burnaby

For more information on any of these courses contact Rhonda Spence at the Union Office at 224-2308.

CLC WEEKEND SEMINARS

The CLC is offering its Weekend Seminars on October 21 and 22, 1989 and again in April, 1990 at Simon Fraser University in Burnaby.

The courses run from 8:30 am to 4:30 pm on Saturday and from 9:00 am to 1:00 pm on Sunday. Lunch is provided on Saturday.

The following courses are offered in October:

Basic Courses

Assertiveness Training
Steward Training I (Basic)
Steward Training II (Grievance Handling)
Collective Bargaining & Pay Equity
Introduction to Collective Bargaining
Intro to Occupational Health & Safety
Parliamentary Procedure

Intermediate Courses

Labour Law - Provincial
Leadership Training
Workers' Compensation Board

Specialized Courses

Facing Management
On the Job Canvassing
Stress in the Workplace
Human Rights

For more information on any of these courses, contact Rhonda Spence in the Union Office at 224-2308.

LABOUR STUDIES PROGRAMME

The Capilano College Labour Studies Programme is now accepting registration for its fall courses. They offer evening and weekend Union courses that enable you to work towards a College Certificate in Labour Studies.

Courses offered include:

Collective Bargaining
Grievance Handling
Writing Contract Language
History of the Labour Movement in B.C.
Canada Labour Code
Economics for Trade Unionist

Plus many others. For more information on this program contact Capilano College at 984-4954

WOMEN, WORK and UNIONS

A video, lecture and discussion series is being sponsored by The Women Studies Program at Simon Fraser University on Tuesday evenings, October 3 to November 28, 1989. Topics include: Privatization, Free Trade and Contracting out; Transforming the Workplace: Towards Equity; Working in the Union; Home and Workplace; Sharing Responsibilities; Women Work and the Canadian Economy. The Video Series and Public Lecture are free, the Discussion Series is a bargain at \$5.00 each or the entire series for \$15.00. For further information call the Women's Studies Program at 291-3593.

PINK FILE TARGETS ACTION FOR WOMEN

Darlene Marzari, Status of Women critic, brought a fresh approach to issues of concern to women during the legislative session.

Marzari's "Pink File" documents the status of B.C. women today under Social Credit. With it she's challenging every major government ministry to take the necessary steps towards equality, security, and freedom of choice for women.

Marzari is pushing for equality in the workplace, including affirmative action and closing the wage gap which has women earning just 60 cents for every dollar earned by men.

Speaking out for women and families, Marzari has detailed the real costs to the province of social assistance levels that trap thousands of children and women below poverty levels. To counter that, she says, the government must make a dramatic commitment to preventive action on housing, child care, and social services. With that must go positive steps towards improving educational and job opportunities, in order to provide long term security and a better future for women and families. As Marzari puts it, poverty is expensive, security is cheaper.

7 STEPS TO HEALTH

1. Choose to be a non-smoker.
2. Eat a well balanced diet, low in fat and high in fibre that helps you to maintain your ideal weight.
3. Have regular medical and dental check-ups.
4. Find out about any lump or sore that does not heal or any change in your normal state of health.
5. Protect yourself against too much sunlight.
6. Learn to avoid known cancer-producing substances at work, at home and in the community.
7. Have regular pap tests and do monthly breast self-examinations.

Canadian Cancer Society

FACT SHEET TWO

WHY IS THIS A UNION PROBLEM

1. Racism undermines the rights and economic security of union members who are members of a racial minority.

Racism is not only a human rights issue. It is a bread-and-butter issue of highest priority for many members of our union.

2. A divided workforce can be further exploited.

Employers have in the past, and continue in the present, to pit different groups of workers against each other to:

undermine organizing drives, weaken union strength at the bargaining table, break strikes.

3. Workplace racism is stressful for all workers

Name calling, racist remarks and graffiti create unease and stress among workers.

Victims of the remarks never know what other forms of harassment this will lead to. Dominant group workers may fear that minority workers think they are all racist.

The longer these actions are allowed to continue, the harder they are to stop. The situation creates stress for everyone.

While harassment may not initially be uncomfortable for the offender, in the long run the stress produced in the workplace does not benefit this person either.

4. Unions need increased strength in hard economic times.

Unions must count on the support of all members for their policies and for participation in campaigns to change economic policies.

5. Unions need allies in the community.

Only about one Canadian worker in three belongs to a union. Broader public support is needed for the labour movement's efforts to protect and advance workers' rights.

Making the union a leader in the fight for human rights breaks down the negative and elitist institutions.



"Is there anything you could do to help?
That's what I've been wondering for years."

letters to the editor

The following letters were received from our members at the hospitals

Thanks to all the members of CUE-UBC for selflessly donating funds to support the hospital union members through the BCNU strike!

Fern Rushton

This is to express a heartfelt "Thanks" to all members of C.U.E. on campus for their empathy and financial support through an extremely upsetting time.

Your compassionate understanding for our position will never be forgotten should circumstances ever find you in the same predicament.

Darlene Stewart

Thank you to the campus-based CUE members and particularly those who voted an overwhelming "yes" at the recent general meeting to help those of us at the hospitals who were away from work, honouring the picket lines. The situation was potentially financially devastating, especially for those who support a family as I do. I remember voting years ago to help others in our union who had been affected by the strike of another union-- never thinking someday it would be me. Your vote was not only of help in a monetary sense but a tremendous boost to the morale of many of us who were acting on principle but receiving no media recognition and living with the knowledge that some of our co-workers, in our union and not declared essential, were crossing legal union picket lines and going to work.

Eileen Campbell

I would like to thank all members of C.U.E. for their support of the assessment which was unanimously voted on at the meeting on Wednesday. I can assure you that all of us at VGH, where I work, are particularly grateful for such support.

I know from talking to many people that they were worried about the possibility of losing so much pay, therefore, your help is truly very much appreciated.

Elaine Down, Nicola Manson

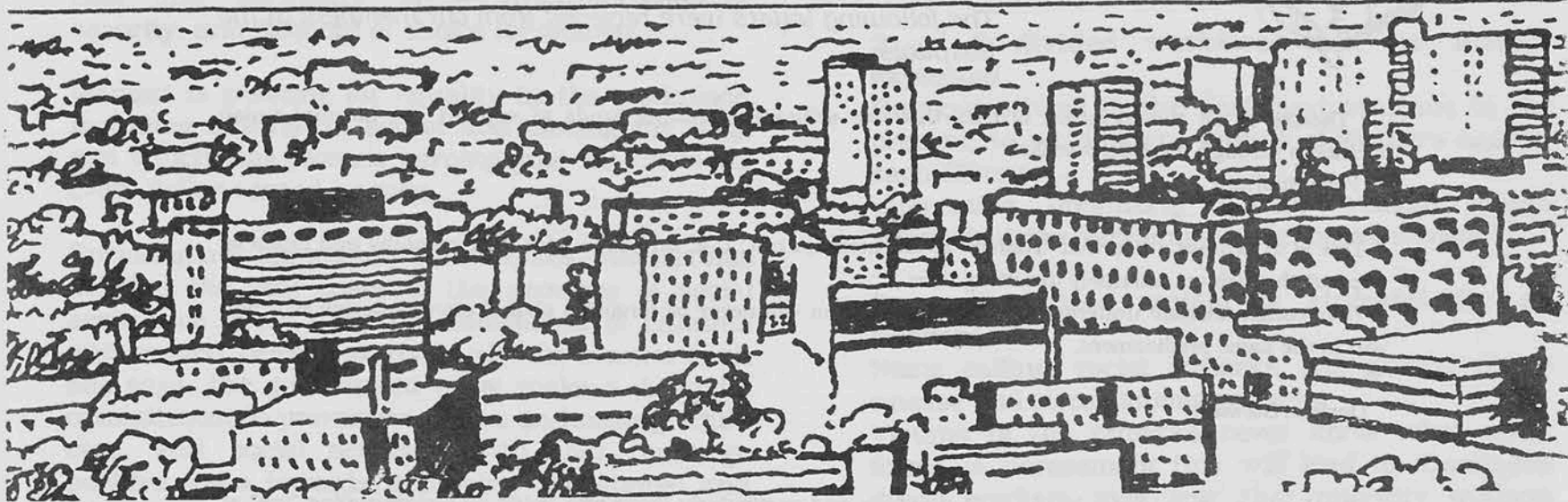
Several hundred members of CUPE 2950 voted overwhelmingly last Wednesday (July 2nd) to approve a financial assessment which would compensate UBC employees for wages lost during the recent hospital strikes.

This is very much appreciated for several reasons. Not only will it redress real financial hardship, as many employees of the Faculty of Medicine lost up to 13 working days of salary, but we realize now that many of our fellow members on campus really had no idea we were affected by the strike, or aware of its magnitude.

Thank you to all members of our local union, and to the officers who have the large task of arranging payment.

Sandy Lundy

Does UBC have a hearing problem?



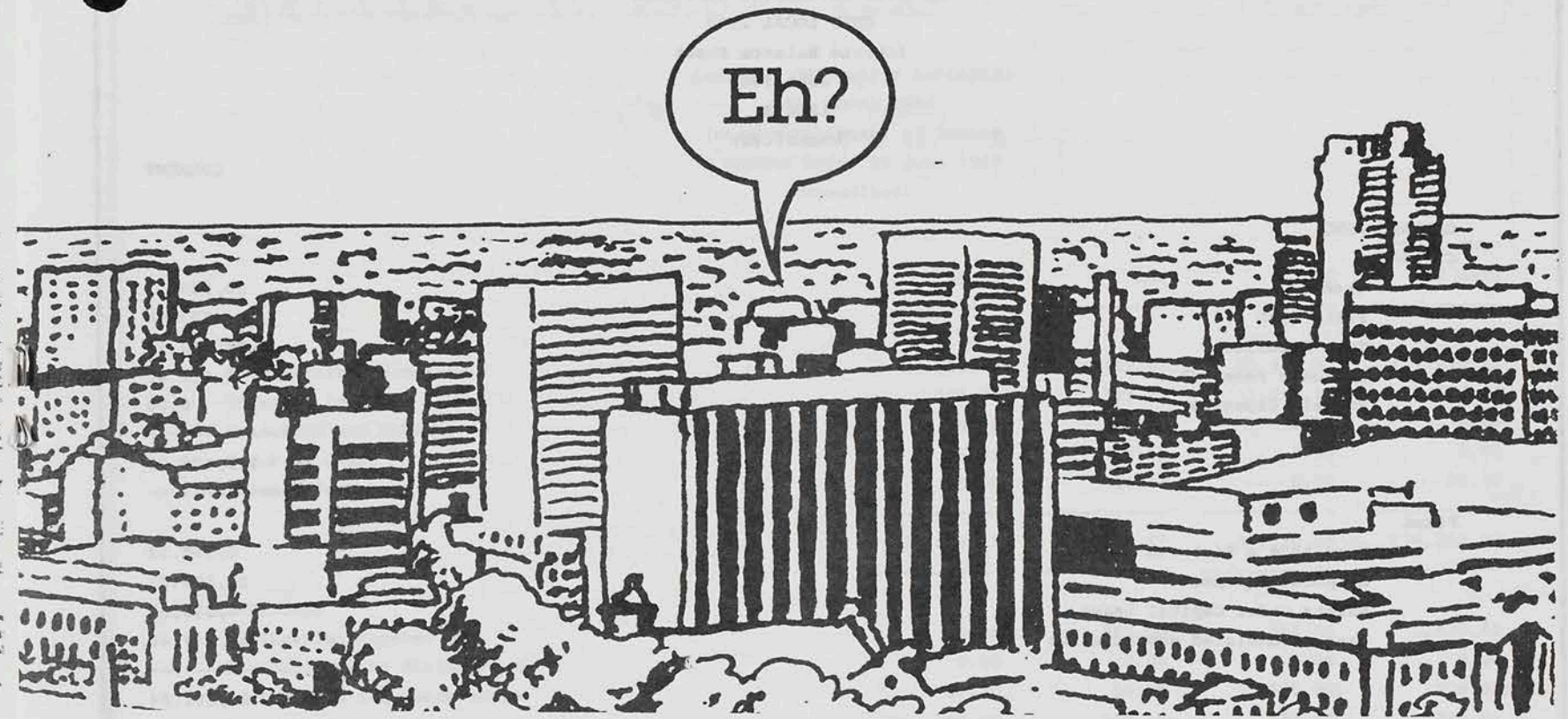
Especially when it comes to hearing your problems?

Local 2950 has almost 1,500 members scattered around the campus and the hospitals, in many different departments and classifications. That means any problem you might have could end up being ignored. Especially if nobody in the UBC administration hears about it.

We can change that though. We can develop a system of departmental representatives (we'll call them union stewards). They'd be right on the spot to make sure your problem gets a fair and just hearing. And they'd be in constant touch with the local Leadership and the CUPE representatives.

Each department or division within Local 2950 should elect or appoint a steward if they haven't already done so. That way we'll be able to keep in touch and make sure problems get heard.

It's a good idea. But here's the catch. We need people to act as stewards. And we were hoping you might be interested.



If you do decide to become a steward, you'll be specially trained for the job by CUPE. And if you want, you'll be able to take courses such as labour law, research, job evaluation, bargaining, public relations, leadership and local union administration. It's a challenging, satisfying job because you'll be helping your fellow employees with problems they might have at the workplace.

But quite frankly, it won't be all fun. As a steward you'll be involved in processing grievances, developing bargaining goals, setting negotiation strategy and more. It's a responsible position. But you'll have lots of help and the necessary training.

Think about it. The University's hearing problem won't go away unless we do something about it - unless you do something about it. Attend a lunch hour meeting that will be held in your department or call the Local 2950 office at 224-2308.

**We'd like to hear from you.
224-2308**

A strong union steward system gives the University the hearing aid it needs.



FINANCIAL STATEMENTS

CANADIAN UNIVERSITY EMPLOYEES
CUPE LOCAL 2950
Interim Balance Sheet
30 June 1989
ASSETS
(Unaudited)

CURRENT

GENERAL FUND

Current

Cash	20,934.13
Petty Cash	200.00
Term Deposits	71,890.33
Accounts Receivable	30,464.92
Prepaid Expenses	0.00

	123,489.38

Fixed

Furniture & Fixtures	5,590.12
Computer Equipment	21,319.01
Assets under Capital Lease	6,519.51
Less accumulated depreciation	(17,547.40)

	15,881.24

	139,370.62

STRIKE FUND

Cash & Term Deposits	30,048.42
Investments at Market Value at 31/12/88	138,212.00

	168,260.42

	307,631.04

LIABILITIES & EQUITY

GENERAL FUND

Current

Accounts Payable	16,200.73
Estimated Amounts Payable	8,407.43

	24,608.16

Obligation under Capital Lease

0.00

Equity - Beginning of Year

103,694.74

Under(Over) Expended Revenue - Current Year

11,067.72

114,762.46

139,370.62

STRIKE FUND

Strike Fund Balance

168,260.42

307,631.04


FINANCIAL STATEMENTS

CANADIAN UNIVERSITY EMPLOYEES
CUPE LOCAL 2950
Interim Statement of Income
6 Months Ended 30 June 1989
(Unaudited)

	APRIL	MAY	JUNE	ACTUAL YR.- TO DATE
	-----	-----	-----	-----
REVENUE				
Dues & Initiation Fees	28,309.42	28,989.99	30,464.92	171,698.23
Interest Income	705.77	503.28	1,045.50	2,524.40
Donations and Other	0.00	0.00	0.00	0.00
C.U.P.E. Grant	0.00	0.00	0.00	0.00
Expense Recovery	0.00	14.40	0.00	30.40
	-----	-----	-----	-----
	29,015.19	29,507.67	31,510.42	174,253.03
	-----	-----	-----	-----
EXPENDITURES				
Arbitration Expense	0.00	845.00	344.85	1,979.85
Contribution to Strike Fund	0.00	0.00	0.00	0.00
Course Fees and Conferences	80.00	55.00	(650.00)	(370.00)
Depreciation	290.10	290.10	290.10	1,740.60
Donations	0.00	0.00	0.00	218.00
Subscriptions	0.00	0.00	123.50	1,236.52
Equipment Lease	3,435.18	0.00	0.00	3,435.18
Executive & Committee Expenses	146.05	71.31	0.00	451.19
Exec & Comm Booking Off	2,135.46	2,440.91	1,500.00	9,159.42
Insurance	0.00	0.00	0.00	779.00
Interest & Bank Charges	1.25	8.25	1.25	40.50
Accounting Fees	375.00	375.00	375.00	2,250.00
Medical Benefits--Members	600.45	(233.79)	233.79	1,757.30
Newsletter	550.00	605.00	104.90	3,346.75
Office Supplies	160.28	2,399.77	1,279.03	5,487.09
Per Capita Tax -- C.U.P.E.	14,066.71	14,112.18	14,797.04	83,655.69
Postage/Courier	61.35	146.99	114.96	495.25
Printing	208.95	194.74	0.00	1,617.35
Legal/Professional/Consulting	0.00	0.00	0.00	0.00
Rent & Taxes	500.00	500.00	500.00	2,950.00
Repairs & Maintenance-General	80.00	80.00	163.21	659.61
Repairs & Maintenance - Equip	0.00	0.00	0.00	360.00
Salaries - Union Office Staff	6,237.71	3,205.44	6,693.27	34,219.42
Benefits - Union Office Staff	1,501.68	811.66	611.18	4,793.61
Taxi & Parking Expenses	3.75	460.00	61.00	976.75
Telephone	311.97	305.88	54.52	1,606.23
Utilities	68.00	68.00	68.00	340.00
	-----	-----	-----	-----
	30,813.89	26,741.44	26,665.60	163,185.31
	-----	-----	-----	-----
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES FOR THE PERIOD				
	(1,798.70)	2,766.23	4,844.82	11,067.72
	-----	-----	-----	-----

CANADIAN UNIVERSITY EMPLOYEES
CUPE LOCAL 2950
Interim Statement of Strike Fund Balance
6 Months Ended 30 June 1989
(Unaudited)

Balance, Beginning of Year	148,761.93
Members Assessments	0.00
Interest Earned	3,055.49
Investment Earnings	16,443.00
Disbursements	0.00
Balance as of 30 June 1989	168,260.42



Cancer Information Line

In greater Vancouver
879-2323

Throughout B.C. and Yukon
1-800- 663-4242

Canadian Cancer Society

You Can Do Something!

Two Preventable
Cancers:

- Lung Cancer
- Skin Cancer

You know how to
prevent these --

Stay away from
tobacco, and
monitor your
exposure to
the sun.

WHERE YOUR DUES DOLLAR GOES

The amount of union dues paid by CUPE members varies from local to local, because each local is responsible for setting its own dues level. This is decided democratically by a majority vote of the local's members. Most locals set their dues between 1% and 2% of a member's regular monthly wages, depending on the size of the local, their pay rates, etc. This, of course, should not equate less than \$24 per member per month.

To fund the staffing, programs and services provided by CUPE National, each local remits a part of its dues revenue to the National Union. This "per capita" is determined by the delegates to the National Convention and is embodied in the CUPE Constitution. It is presently set at .61% of the Local or Provincial Union's average regular monthly wages for 1989.

The actual dollar amount sent to the CUPE National depends upon the number of members in a local, their wages rates and regular hours of work. The national average presently being received for full- and part-time members combined is \$11.14 per member per month.

Of each per capita dollar, \$0.90 goes to the General Fund, and is spent on general operating costs. This includes the salaries and expenses of 467 CUPE personnel who work with you out of the 63 regional and area offices across the country, as well as the national office in Ottawa. It includes rent, travel, telephones, and all program costs involved in running a union with more than 355,000 members.

Experience has shown that the current per capita is not sufficient to fund the services and programs CUPE members want, have asked for and need. (Many other unions have at least a 1% per capita). As a result, CUPE has been forced to incur more severe deficits in recent years in order to maintain quality services to you the members.

In accordance with CUPE's Constitution, \$0.10 of each per capita dollar must be placed into the National Defence Fund. This fund provides strike pay (now \$100 per week) and covers both the employer's and members' cost of medical premiums while members are on strike or locked out. It has been used for other defence purposes, such as the training of 33 potential staff reps (19 have been hired full-time), training of 250 occasional instructors (who have taught 17,000 rank and file members), campaigns against contracting out, legal assistance to local unions in key cases, and the computerization of all CUPE offices. These are accomplishments we are all very proud of.

Because of the underfunding of the General Fund, the National Executive Board has also approved loans from the Defence Fund to the General Fund over the past five years. The alternative would have been to borrow from a bank or credit union as in the past, at a high rate of interest, which the National Executive Board considered unnecessary when we could, in effect borrow from ourselves.

However, this interfund loan was intended as only a temporary method to finance our needs normally paid out of General Fund. This method of dealing with the operating deficit has served its purpose but we must now deal with CUPE's historic underfunding in a more permanent fashion.

This is why the National Executive Board will be proposing and increase of the per capita at the National Convention this fall in Vancouver. The proposal will be for an increase from the current .61% to .64% in 1990, and to .67% in 1991. The impact of the proposed increase would be to add less than \$1 per month per year to the average CUPE member's per capita.

In explaining why CUPE had to incur deficits in order to maintain needed standards of service to the members, National Secretary-Treasurer, Jean-Claude Laniel, said the National Executive Board really had only three options:

- 1) Not to provide the needed additional services and resources.
- 2) To provide them by borrowing from the Credit Union.
- 3) To borrow instead from the Defence Fund.

"We decided on the third option" he said. "It was unthinkable not to maintain and improve CUPE's services, and it didn't make sense financially to incur high interest rate costs by going further into debt when we had a big surplus in another account."

Brother Laniel reported that, over the past 4-1/2 years nearly \$9 million has been spent from the Defence Fund for the new trainee reps' and occasional instructors' courses, new education modules, the computerization of our field and national office operations, campaigns against contracting-out, and other Special National Defence programs approved by the National Executive Board.

Another \$11 million from the Defence Fund was spent over the same period for strike benefits, legal and arbitration fees, legislative and political action programs, strike averting efforts, and cost-shared public relations campaigns.

"The financial crunch we are in is the result of a chronic shortfall between CUPE's income and CUPE's expenses," Laniel said. "This was made worse by the failure of the last four-year dues formula adopted in 1985 to generate the needed revenue, which at that time was predicted to produce an average per capita tax of \$12.46 in 1989. Because the members' wages did not increase as much as was predicted, the percentage formula produced only an average of \$11.14 as of March 1989.

Brother Laniel said he is confident that the delegates to the National Convention in Vancouver this fall will approve the National Executive Board's proposed per capita increase, which he described as "the minimum that is required to maintain existing services and move forward to meet the challenges of the 1990's."

JEAN-CLAUDE LANIEL
National Secretary-Treasurer

LUNCH??

There is a new eatery on campus. It's called Grains and Greens and you'll find it in the Graduate Student Centre.

C.U.E. REPRESENTATIVE LIST

EXECUTIVE COMMITTEE

228-4968 President Greg Fisher
 224-8333 1st Vice-Pres. Shirley Irvine
 228-5478 2nd Vice-Pres. Ann Hutchison
 228-2074 Secretary-Treas. Diana Ellis
 Rec. Secretary
 Health & Safety
 Job Eval.
 Education
 Communication Committee
 Chief Steward
 228-2757 Sarg-at-Arms Patsi McMurchy
 875-4142 Trustee Sandy Lundy
 228-3596 Trustee Denise Field

COMMUNICATIONS COMMITTEE

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

GRIEVANCE COMMITTEE

224-8333 Shirley Irvine Commerce
 228-4968 Greg Fisher UBC Press
 228-7212 Loretta Clarke Orthopaedics
 228-5381 Kitty Byrne Curr. Library

HEALTH & SAFETY COMMITTEE

228-6651 Deborah Doble Conference Centre

CONTRACT COMMITTEE

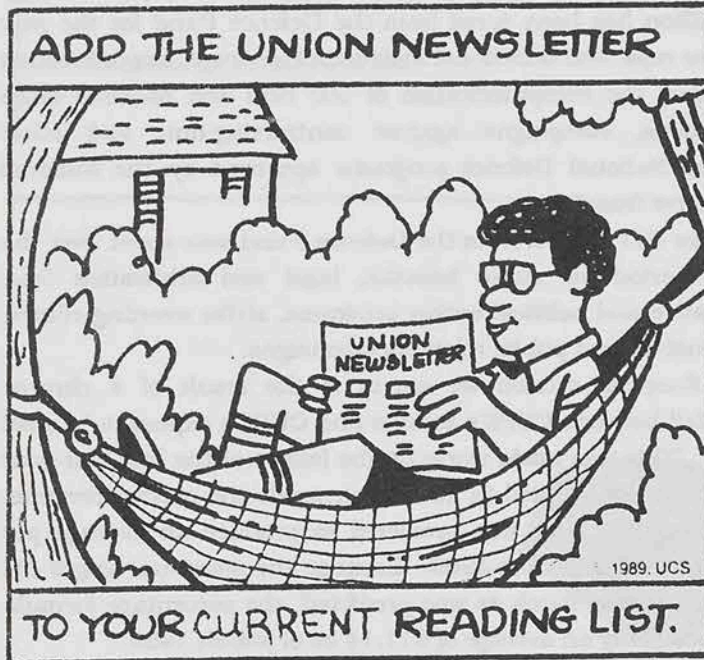
228-5478 Ann Hutchison
 228-3292 Lee Bryant Philosophy
 228-2882 Alannah Anderson Woodward Library
 228-3586 Nan Love Geophysics & Astronomy

JOB EVALUATION COMMITTEE

228-2948 Susan Claybo Finance
 228-2435 Rosemarie Page Faculty of Law
 228-3146 Pamela Lundrigan Geological Sciences
 228-2882 Allanah Anderson Woodward Library

CUE REPRESENTATIVES

224-2308 Paul Tetreault Business Agent
 224-2308 Rhonda Spence acting Business Agent
 224-2308 Leslie Hodson Admin. Secretary
 525-9231 Joe Denofreo CUPE National Rep.



GENERIC CALENDAR

	Monday	Tuesday	Wednesday	Thursday	Friday
1st		Contract 5:00 - 7:00	Grievance 2:30 - 3:30 4:30 - 5:30 Labour Relations 3:30 - 4:30		
2nd			Executive 5:00 - 7:00		
3rd		Contract 5:00 - 7:00	Grievance 2:30 - 5:30	Membership 12:30 - 2:30	
4th			Executive 5:00 - 7:00	Newsletter 5:00 - 7:00	

**SPECIAL MEMBERSHIP MEETING
24th August, 1989**

MINUTES

Chair called the meeting to order at 12:38 p.m.

1. ADOPTION OF AGENDA

Amendments to include deleting the approval of minutes because of timeliness, to add in under item (2) an interest free loan for member in distress, (3) budget request from Acting Business Agent for steward organizing campaign, (4) the notice of motion for the membership assessment, (5) election of Convention delegates and guests, and finally the notice of motion from the Executive to book hotel rooms and a per diem for convention delegates.

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

CARRIED

2. MEMBER'S REQUEST FOR LOAN

There was some discussion about a member who has come to the Union for financial assistance, the Executive had passed a motion to grant the member an interest free loan for the amount of \$400.00, to be ratified by the membership.

MOVED:Love/SECONDED:Clarke
That this member be granted a \$400.00 interest free loan.
CARRIED

Susan Zagar expressed her concern that this loan may set a precedence for the Union to grant loans to all members, this will be discussed at the next General Membership Meeting.

3. BUDGET REQUEST FOR STEWARD DRIVE

A request has come from the Acting Business Agent, Rhonda Spence, for a steward organizing drive. The budget is to include a one day training course for the stewards, involving one day's pay from work, the cost of meals, and other related expenses. The budget was estimated with a maximum of 60 stewards in mind, the amount being \$6,000.00. If there are less stewards recruited the money will be returned to the treasury.

MOVED:Zagar/SECONDED:Clarke
That we approve the recommendation for the budget request for the steward organizing drive.
CARRIED

4. MEMBERSHIP ASSESSMENT

MOVED:M. Warren/SECONDED:L. Field
That the motion to assess the membership passed at the July 5th Special Meeting be rescinded.

There was extensive discussion in regards to whether the assessment should be rescinded, it was pointed out that there must be a 2/3 majority in required in order to open up the assessment motion for reconsideration. A show of hands vote took place; out of 143 members, 90 voted in favour of the motion; a 2/3 majority would require 95 votes so the notice of motion was defeated.

5. CONVENTION DELEGATES

Ballots were distributed at the beginning of the meeting, and a vote took place to decide on 5 out of 9 candidates to be the delegates for the CUPE National Convention to be held here in Vancouver in October. There was also a list of 5 guests from which three guest would be chosen to also attend.

6. HOTEL ROOMS FOR DELEGATES AND GUESTS

Discussion was held in regard to hotel accommodations for the Delegates. Since the Convention will be held all day, and number of meetings will take place in the evening a recommendation that two hotel rooms be booked for those who did so they wouldn't have to commute to and from the Convention.

MOVED:Clarke/SECONDED:Love
To book 2 hotel rooms at \$110.00 each/night for the 5 evenings of the National Convention to be used by the delegates and as hospitality rooms.
CARRIED

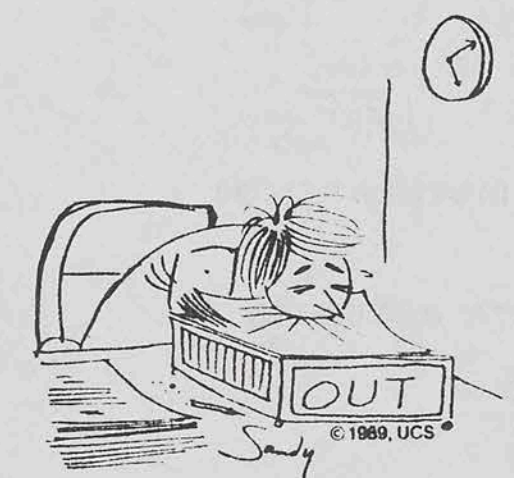
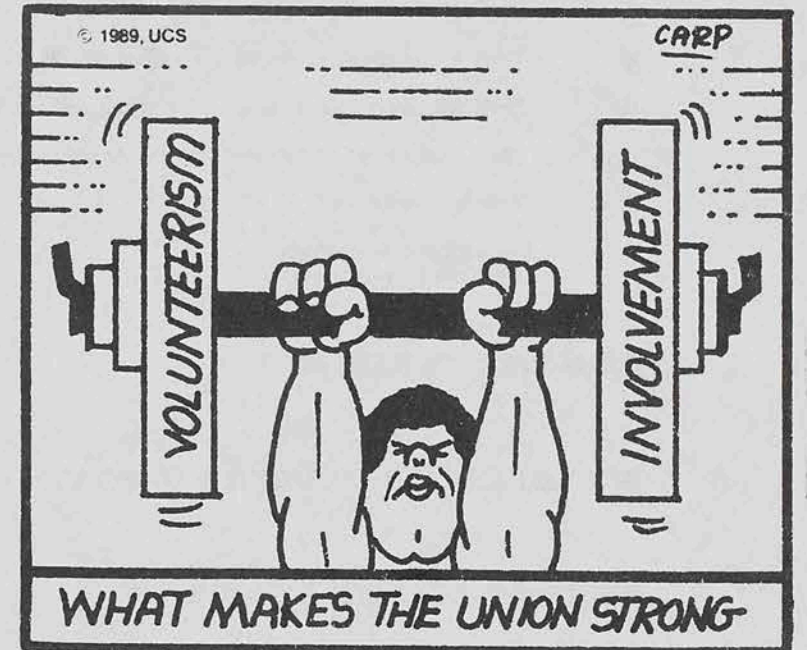
7. \$30.00/DAY FOR ALL DELEGATES

Discussion took place in regard to the expenses incurred by the delegates for the cost of meals.

MOVED:Love/SECONDED:Clarke
That a per diem of \$30.00/day be paid to all Convention delegates.
CARRIED

MOVED:Clarke
That the meeting be adjourned.

The meeting was adjourned at 1:35 p.m.



CAR POOL

HELP!!! I need a lift to UBC - I'm in Port Moody.
Call Elizabeth at 228-2761

GENERAL MEMBERSHIP MEETING

21st SEPT., 1989 @ 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 July 5 July 25, & August 24**
- 4. BUSINESS ARISING FROM THE MINUTES**
 - a) **Notice of Motion**
 - i) **That all assessments be by referendum ballot.**
 - ii) **That all dues increases be by referendum ballot**
 - iii) **That the above two motions be decided by referendum ballot**
 - b) **Nominations for:**
Recording Secretary
Trustee (1 position)
- 5. PRESIDENT'S REPORT**
- 6. SECRETARY/TREASURER'S REPORT**
- 7. BUSINESS AGENT'S REPORT**
- 8. COMMITTEE REPORTS**
 - i. **Communications**
 - ii. **Contract**
 - iii. **Education**
 - iv. **Grievance**
 - v. **Health & Safety**
 - vi. **Job Evaluation**
- 9. TRUSTEE'S REPORT**
- 10. OTHER BUSINESS**

