



ON CUE

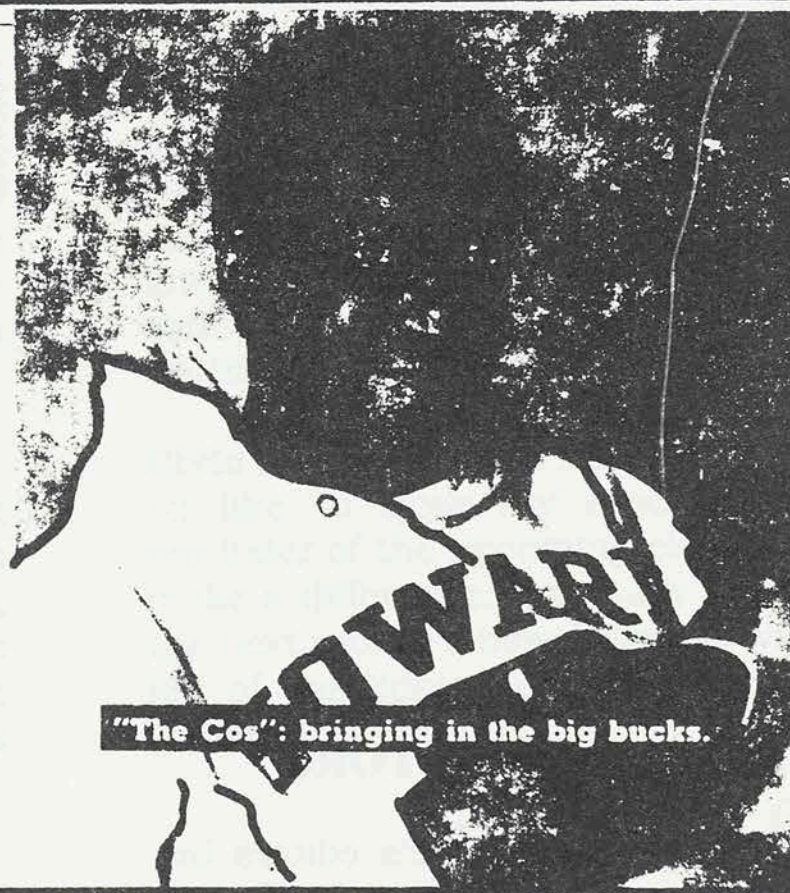
OCTOBER, 1990

What's Your Take-home

michael Jackson makes more money in one *day*—an unbelievable \$164,383 plus change—than the average American makes in three *years*. Here are some other startling daily incomes revealed in Tom Heymann's delightful book *On the Average Day*, a collection of odd facts and figures.

President George Bush	\$547.95
Estate of Marilyn Monroe	\$2,739.73
Estate of Elvis Presley	\$41,095.89
<i>Peanuts</i> creator Charles Schulz	\$87,671.23
Bill Cosby	\$95,890.41

WOMAN • MARCH 1990



IN THIS ISSUE...

CUE Representative list	2
Notes from the Editor	2
President's Report	3
Trustee's Report	3
Contract Questionnaire Comments	4,5,6
Business Agent's Report	7
Secretary Treasurer's Report	7
Financial Statements	8,9,10
Grievance Committee Report	10
Civic Election Reminder	10
Health & Safety Committee Report	11
Letter from CUPW President	12
New Members/Vacant Positions	13
Next Feature-Literary Poems	14
Beating the GST/U-Way/Carpooling	15
WCB Crossword	16
Membership Mtg. Minutes (09/20)	17
In Memoriam...	17

Marilyn MacPherson
LIBRARY: Circulation
Woodward Biomedic Library
2198 Health Sci Mall

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

224-2308	President	Greg Fisher
224-8333	1st Vice-Pres.	Shirley Irvine
228-5478	2nd Vice-Pres.	Ann Hutchison
	Rec. Secretary	
228-6250	Health & Safety	Stephen Montgomery
224-8498	Chief Steward	Vic Wilson
228-3097	Secretary-Treas.	Pauli Diether
	Job Eval.	
	Education	
228-5951	Communication Cttee.	Jan Taggart
228-2882/3	Sarg-at-Arms	Lynn Jenkinson
228-2242	Sarg-at-Arms	Ann Chatwin

TRUSTEES

228-3596	Trustee	Denise Field
----------	---------	--------------

COMMUNICATIONS COMMITTEE

228-5951	Janet Taggart	Catalogue Records
228-5585	Stacy Belden	Woodward Library
228-4995	Richard Melanson	Main Library
222-1047	Mary Mitchell	Truimf

GRIEVANCE COMMITTEE

224-8333	Shirley Irvine	Commerce
224-2308	Greg Fisher	UBC Press
222-5273	Rochelle delaGiroday	Cont. Education
228-5478	Avron Hoffman	Catalogue Records, LPC
228-4277	Liam McConachy	Acquisition, LPC
224-8498	Vic Wilson	Commerce

A NOTE FROM THE EDITORS

After a two month interim, On Cue's editors are again taking up their scissors and pens for an exciting year ahead. As a new innovation, we would like to encourage members to contribute their creativity towards a new literary column. The poems in this month's issue are warmly welcomed. Included in the newsletter are some of the comments of the Contract Committee's survey. We hope they provide some enlightenment concerning the present situation at UBC. The rain is back and with it our determination to make this season's newsletters informative and thought-provoking.

CHEERS!**HEALTH & SAFETY COMMITTEE**

228-6250	Steve Montgomery	Financial Services
228-3336	Pat Fornelli	Dean's Office, Science

CONTRACT COMMITTEE

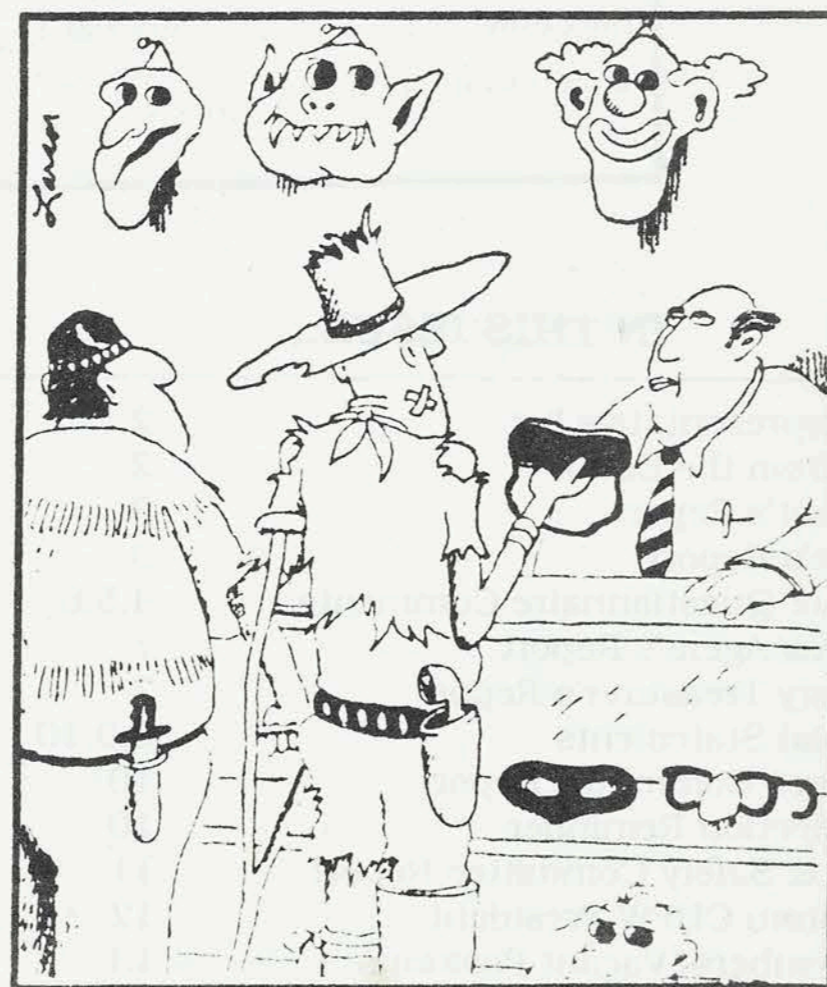
228-5478	Ann Hutchison	Catalogue Rec. LPC
228-2882	Alannah Anderson	Woodward Library
224-8444	Rosanne Kinsey	Commerce
228-2026	Wanda McNamara	Financial Services
228-3891	Shehnaz Motani	Animal Science

JOB EVALUATION COMMITTEE

228-2882	Allanah Anderson	Woodward Library
228-2882/3	Darlene Bailey	Woodward Library
228-5122	Debbi Onbirbak	English Dept.
228-2944	Rosemarie Page	Faculty of Law

STAFF

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

HAPPY HALLOWEEN!!!

"Say... wasn't there supposed to be a couple of holes punched in this thing?"

PRESIDENT'S REPORT

I hope everyone enjoyed their summer as much as I did. Fall has sure come upon us with a vengeance.

Contract Proposals

Although we didn't have a membership meeting in August, we did have one in September. The main topic of which was the contract proposals. There was a decent turnout of about 150 and we were able to get two thirds of the way through the proposal package. Discussion of the proposals was good and thorough and I believe the members at the meeting were pleased with what we've examined so far. In fact, there were a couple of instances of spontaneous applause for particular proposals. At the October meeting we will continue examination of the proposals and at the end of that process we will then deal with any amendments, etc. from the floor. Since we don't normally have a December meeting and we haven't scheduled one, we will have to be finished our examination and discussion of the contract proposal package by the end of the November membership meeting. Please attend the next two meetings and tell us how you feel about the proposals.

Office Staffing

At the November meeting we will also be dealing with the Executive's recommendation on permanent office staffing. We will, of course, be notifying you in November's newsletter of the motion but this is an important question and we'd like a large turnout so I thought I'd start mentioning it now.

EAP Committee

Although the joint committee's request for grant funding from the Provincial government was turned down during the summer, we have begun to meet again and I am still optimistic that we can achieve an Employee Assistance Program in concert with all other parties in the University community. Our next objective is to put a solid program proposal together in time to be considered by UBC and it's budget process (November) so that a "line item" can be established for the coming year.

Occupational Health & Safety

Where do I start? Those of you who have never had the need to contact the OH&S department on campus - thank your lucky stars! Those of you who have - you probably know what I'm getting to.

I have had several situations in the past months which have forced us to turn our eyes on the area of OH&S. What we have seen is appalling. Our most recent example is at St. Paul's Library where three of our members work.

Over 3 months ago they began an attempt to have OH&S deal with their concerns regarding air quality, possible malfunctioning VDT's, carpets with tripping traps, etc. The attitude and response of the Department from the investigating officers up to the Director has been, in a word, contemptuous. They refused to deal with our members (only the Librarian was good enough), they schedule investigations tours when they know our members won't be there, and when we finally set a meeting at which all parties (myself, Paul Tetrault, the members, the Librarian, and the Hospital's H&S officer) were to attend - they not only didn't show but didn't even phone to let us know.

This is a "standard" we can't and we won't tolerate. We have filed a policy grievance so that we and Personnel can examine all aspects of the OH&S Department's procedures and policies and change them until they reflect a respect for human beings and their H&S concerns! If you've got health and safety concerns or have been dealt with poorly by OH&S please call the office and let us know.

Civic & Schoolboard Elections

I'd like to close my report this month with a reminder of the upcoming elections. Your vote can make a difference, especially at this local level. In the next month's newsletter we will be publishing a list of candidates endorsed by the CUPE Metro Council.

GREG FISHER
President

TRUSTEES REPORT

I have examined the books of this local, to the end of August, 1990. We are over budget in some areas, which will warrant keeping an eye on, but we are under budget in other areas. It is hoped that next years' budget will be adjusted to bring us to a more equitable position. We had fewer expenses over the summer months, which has resulted in us being in a financially healthy position, at the moment. I would like to thank Polly for all her hard work in keeping the finances in order and for keeping me apprised of our financial position.

DENISE FIELD
Trustee

evolution....

CONTRACT COMMITTEE QUESTIONNAIRE

wants
needs
desires
necessities
preferences
money
survival

My husband earns considerably more than I do. We're lucky (also aging, rapidly) - mortgage is now paid off.

Members in the higher paygrades 8 & 9 have been short changed on the last 2 contract with the across the board increases. These members are trying to get themselves reclassified into A & P because they feel the work they do warrants more monetary compensation. If you want to keep the higher level positions in the union, these pay grades must receive considerable increases.

I've got a snowball's chance in hell of owning a home in this city.

I need a raise badly, I can't afford to live in Vancouver so I have to drive 2 hrs/day to one of the municipalities. I need a newer car to get back and forth, but I can't afford one. I'm still paying off my student loan. I needed a loan to take a course to get this job. Help!

Unwritten job skills should pay more - i.e. mind reader, telepathic, always pleasant, must be able to perform many duties at once.

I want to retire but would have to be subsidized (probably Welfare) just to pay rent.

Financially strained, yes! yes! yes!
(\$1,409.41 monthly net pay) and I am a university graduate, working 25 1/2 yrs. and a single parent. My salary makes me very upset and angry!

Who runs UBC? - the clerical and secretarial staff of UBC. We should be paid accordingly. With GST coming in (it will be forced on us even if we don't like it and scream) we need a HUGE salary raise next year - far greater than we are getting paid on April 1st. We should hold out for a decent settlement & be prepared to strike.

On the job massage therapist would help a lot.

Long term employees don't seem to reap as many benefits as those passing through - I know I could always leave but I enjoy my work.

Our area is filthy & dusty - our work area hasn't been cleaned in the 5 years I've been here - toilets are dreadful.

I have 2 children under 3 and am a single parent. My babysitter gets sick & eats all my sick time because it's not enough notice for my alternate sitter. What do us single parents do then?

wants
needs
desires
necessities
preferences
money
survival

CONTRACT COMMITTEE QUESTIONNAIRE

evolution....

evolution....

CONTRACT COMMITTEE QUESTIONNAIRE

wants
needs
desires
necessities
preferences
money
survival

Pension Plan: I attempted to understand it & all I came up with was the fact that it isn't great.

I find health problems occurring more frequently with myself in air conditioned buildings. I would like the "sickness" of buildings checked & something done!

I don't feel I should have to work two jobs!!

Courses on the job needed urgently for computer programs we use daily. We shouldn't be expected to "experiment" with these programs, on the job. We are expected to install the program and make it work, without any problems or time lost, the next day.

Sick leave: short term disability provision - collecting UIC is the bare minimum and not enough to live on.

On April 1/90 we received approx. \$74 (clear) more a month. On June 1st my rent will go up \$55.00 per month. Where is the justice?

The area I work in is really cramped. I stare at a computer all day. Behind that is a dull beige wall. Sometimes I feel so cramped. There are 3 secretaries in one small area.

The cost of living goes up more than my raise does.

I have not been able to work a part-time job because my son is young & I am a single mum, but I have a huge legal bill to pay every month so I am living in poverty.

Burn down the Library Processing Centre and start over. Failing that, get us windows that open.

A lot has to be done with the UBC pension plan! When I retire I'll be living on \$7,000/yr. and that's after paying into it for 25 years!!!

Help! We need real air and natural light. Pleasee.

I don't want to continue living on the poverty line.

I think our vacation benefits are good. However, I think if you have worked for the University for 20+ years you should be entitled to another week (5 days) vacation.

wants
needs
desires
necessities
preferences
money
survival

CONTRACT COMMITTEE QUESTIONNAIRE

evolution....

survival evolution... CONTRACT COMMITTEE QUESTIONNAIRE

money	Technological Change: More consultation between those who did it and those who have to work with what they have done.	wants
	♦	
	Ban any construction of closed air buildings and let the President work in the LPC.	needs
	♦	
preferences	\$1586 (monthly net) (after 20 yrs working at UBC) Grossly inadequate!!!	
	*	
	I work in a beautiful setting, in an old building, with excellent machinery, all the amenities to make my work day enjoyable, and besides I work with the nicest people anyone could ask for.	desires
	∞	
necessities	I have a good future as a bag lady.	
	ξ	
	What incentive is there for a sec. employed at UBC for 20 years with the maximum accumulated sick time not to take their 1.25 days/month sick leave? If they do not take it, they lose it. Should an employee in this situation still work towards having an excellent attendance record?	necessities
	ψ	
desires	My net salary (\$1,428) allows for "survival" but does not allow for "saving".	
	•	
	I am a typist mostly; my hands hurt all of the time after 20 years at this kind of job...	preferences
	*	
needs	Do you have dependents? Yes If yes, how many? 6 (4 cats, rabbit, hamster)	
	*	
	Like SFU, close the University down over Xmas to New Year's Day and do not count it as holiday time (I believe that SFU found it cheaper to shut down & give time off than it was to keep the whole place running at full power).	money
	*	
wants	I waitress 2 nights per week.	

survival evolution... CONTRACT COMMITTEE QUESTIONNAIRE

BUSINESS AGENT'S REPORT

Disputed Positions - IRC Application

As I have reported previously, the Union has filed application with the Industrial Relations Council (IRC) for a declaration that approximately 200 positions which are now either A & P positions or confidential exclusions be included in the CUPE 2950 bargaining unit. It is our view that these positions are non-professional clerical and library positions which have been wrongfully excluded from the bargaining unit. The Union has also filed an application with the IRC for the "production of documents" - that is we want the University to furnish information on these positions - positions descriptions, etc. that they have formally refused to provide over the past 6 months.

The Union is continuing to amass information on positions which we feel are currently classified as A & P but which should be in our bargaining unit. You only have to look at the green A & P sheets in the weekly University job postings to see that new A & P jobs are created which should be Union positions. In fact, it happens that the University classification people will get a position description from a department with a request to post the job as A & P but the position as outlined is a Union job. The classification officer then has to instruct the department to send an amended position description which "fits" the A & P category.

An A & P person phoned the Union unanimously asking for information on the application. I explained that the reason the Union was proceeding on this matter was that we don't want all the high skill, complex, clerical, secretarial and computer jobs leaving the Union thus dead-ending our current positions. We want our members to be promoted to these positions with Union rights such as paid overtime and grievance rights both of which are denied to the A & P's. We have also decided to write to all the A & P's in the disputed positions explaining our view and inviting them to communicate with the Union office for questions and comments. Of course, CUPE 2950 members are also invited to telephone me at 224-2308 with any questions, comments or information concerning this application.

PAUL TETRAULT
Business Agent

SECRETARY TREASURER'S REPORT

For this fiscal year the membership has agreed to spend the following monies from our accumulated surplus (General Revenue Account).

- up to \$50,000 for arbitration
- \$17,000 for Greg Fisher's continued booking off
- \$7,500 for office renovations

The General Revenue Account at the end of 1989 totalled \$150,000.

As of August 31 the 1990 current operating revenues exceeded current expenditures by \$30,000. If we continue to closely monitor spending I believe that we are in a good financial position and that we will not have to dip into General Revenue to the extent we had anticipated.

Something else to mull over. The figures for several accounts listed on the financial statements are not up to the minute because some invoices take a month or two to reach us. This is particularly the case with invoices we receive from UBC. In these cases our accountant from Dunwoody makes estimates. I hope to have all this more clearly reflected in future statements. Until then however, to better inform you of spending in key accounts as of the moment, I have gone through invoices we have actually received and compared them with our budget up to that point:

As of the end of July we have spent \$7,641.29 on Executive and Committee booking off and are \$2,441.29 **over** budget. I think this is a manageable amount taking into account that booking off for Executive meetings was not included in the 1990 budget.

As of the end of July we have spent \$2,887.50 on Courses and Conferences and are \$1,312.50 **under** budget.

As of the end of August we have spent \$6,528.84 on Members' Medical Leaves and are \$2,528.84 **over** budget - Greg is looking into this one.

Please take some time to examine your financial statements carefully. I think that on the whole, things look good. Bring your questions to the next membership meeting.

Polly Diether
Secretary Treasurer

CANADIAN UNIVERSITY EMPLOYEES
CUPE LOCAL 2950
Interim Statement of Income
8 Months Ended 31 August 1990
(Unaudited - See Notice to Reader)

	Curr. Month This Year	Actual Yr.- to-Date	Budget Yr.- to-Date	Over/(Under) Budget
REVENUE				
Dues & Initiation Fees	35,519.94	269,928.34	267,500.00	2,428.34
Interest Income	527.48	9,623.54	3,200.00	6,423.54
Donations and Other	0.00	0.00	50,000.00	(50,000.00)
C.U.P.E. Grant	0.00	0.00	0.00	0.00
Expense Recovery	0.00	40.00	0.00	40.00
	36,047.42	279,591.88	320,700.00	(41,108.12)
EXPENDITURES				
Arbitration Expense	0.00	434.35	53,500.00	(53,065.65)
Contribution to Strike Fund	0.00	0.00	0.00	0.00
Course Fees and Conferences	72.27	4,379.41	4,800.00	(420.59)
Depreciation	484.40	1,937.60	2,400.00	(462.40)
Donations	0.00	0.00	400.00	(400.00)
Subscriptions	195.00	640.58	1,400.00	(759.42)
Equipment Lease	286.26	2,290.04	3,200.00	(909.96)
Executive & Committee Expenses	0.00	472.20	1,600.00	(1,127.80)
Exec & Comm Booking Off	(1,006.58)	7,585.69	6,200.00	1,385.69
Insurance	64.33	537.01	600.00	(62.99)
Interest & Bank Charges	0.00	33.75	80.00	(46.25)
Accounting Fees	375.00	3,000.00	3,000.00	0.00
Medical Benefits--Members	282.31	6,528.84	4,000.00	2,528.84
Newsletter	0.00	5,147.12	4,800.00	347.12
Office Supplies	90.10	2,189.43	6,000.00	(3,810.57)
Per Capita Tax -- C.U.P.E.	16,373.48	128,710.57	133,700.00	(4,989.43)
Postage/Courier/Fax	0.00	365.60	400.00	(34.40)
Printing	0.00	40.28	3,200.00	(3,159.72)
Legal/Professional/Consulting	0.00	(200.00)	1,515.00	(1,715.00)
Rent & Taxes	1,037.50	5,729.50	5,725.00	4.50
Repairs & Maintenance-General	43.50	1,312.35	1,000.00	312.35
Repairs & Maintenance - Equip	160.93	906.74	1,360.00	(453.26)
Salaries - Union Office Staff	8,124.00	65,827.43	62,528.00	3,299.43
Benefits - Union Office Staff	602.22	6,877.61	14,690.00	(7,812.39)
Taxi & Parking Expenses	80.00	972.65	1,040.00	(67.35)
Telephone	321.94	2,726.00	3,045.00	(319.00)
Utilities	87.53	485.08	600.00	(114.92)
	27,674.19	248,929.83	320,783.00	(71,853.17)
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES FOR THE PERIOD	8,373.23	30,662.05	(83.00)	30,745.05

CANADIAN UNIVERSITY EMPLOYEES
CUPE LOCAL 2950
Interim Statement of Income
8 Months Ended 31 August 1990
(Unaudited - See Notice to Reader)

	JUNE	JULY	AUG	ACTUAL YR.- TO DATE
REVENUE				
Dues & Initiation Fees	35,716.30	35,830.45	35,519.94	269,928.34
Interest Income	2,553.39	1,901.22	527.48	9,623.54
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	0.00	0.00	40.00
	38,269.69	37,731.67	36,047.42	279,591.88
EXPENDITURES				
Arbitration Expense	150.00	0.00	0.00	434.35
Contribution to Strike Fund	0.00	0.00	0.00	0.00
Course Fees and Conferences	755.56	(0.06)	72.27	4,379.41
Depreciation	242.20	0.00	484.40	1,937.60
Donations	0.00	0.00	0.00	0.00
Subscriptions	138.50	25.00	195.00	640.58
Equipment Lease	0.00	286.26	286.26	2,290.04
Executive & Committee Expenses	112.68	35.00	0.00	472.20
Exec & Comm Booking Off	976.26	1,500.00	(1,006.58)	7,585.69
Insurance	24.11	123.33	64.33	537.01
Interest & Bank Charges	1.25	1.25	0.00	33.75
Accounting Fees	375.00	375.00	375.00	3,000.00
Medical Benefits--Members	837.15	1,555.84	282.31	6,528.84
Newsletter	892.88	642.12	0.00	5,147.12
Office Supplies	559.31	249.66	90.10	2,189.43
Per Capita Tax -- C.U.P.E.	12,201.09	15,000.00	16,373.48	128,710.57
Postage/Courier/Fax	100.84	21.00	0.00	365.60
Printing	40.28	0.00	0.00	40.28
Legal/Professional/Consulting	0.00	0.00	0.00	(200.00)
Rent & Taxes	1,154.50	1,037.50	1,037.50	5,729.50
Repairs & Maintenance-General	211.09	164.63	43.50	1,312.35
Repairs & Maintenance - Equip	95.83	295.83	160.93	906.74
Salaries - Union Office Staff	9,130.15	8,500.00	8,124.00	65,827.43
Benefits - Union Office Staff	658.59	950.00	602.22	6,877.61
Taxi & Parking Expenses	93.30	134.05	80.00	972.65
Telephone	401.67	513.72	321.94	2,726.00
Utilities	131.32	(68.77)	87.53	485.08
	29,283.56	31,341.36	27,674.19	248,929.83
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES FOR THE PERIOD	8,986.13	6,390.31	8,373.23	30,662.05

CANADIAN UNIVERSITY EMPLOYEES
CUPE LOCAL 2950
Interim Statement of Strike Fund Balance
8 Months Ended 31 August 1990
(Unaudited - See Notice to Reader)

Balance, Beginning of Year	191,175.98
Members Assessments	0.00
Donations	0.00
Interest Earned	1,694.13
Investment Earnings	0.00
Disbursements	0.00

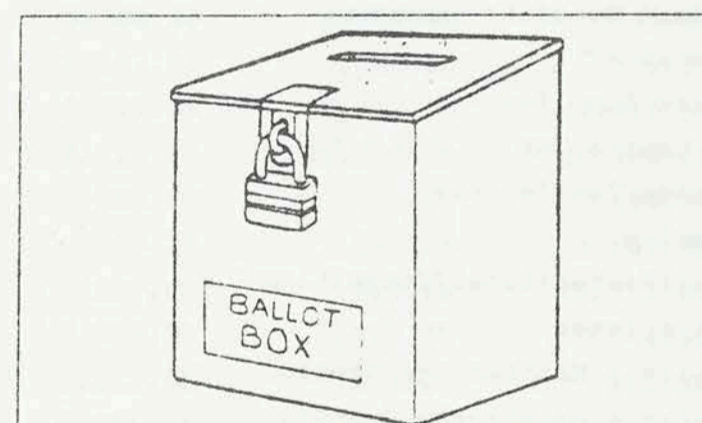
Balance as of 31 August 1990	192,870.11

GRIEVANCE COMMITTEE REPORT

Several arbitrations are scheduled for this autumn. One of them involves the removal of bargaining unit work from CUE employees in the Library Processing Centre. Another arbitration involves the reassignment of a library employee to a different position. A third arbitration is about the removal of "flextime" from employees in the Commerce Real Estate Division.

Another major item on the Grievance Committee agenda is the application to the Industrial Relations Council (IRC) for an order that about 200 positions be moved into the bargaining unit because their job duties are included in the bargaining unit description, i.e., non-professional, clerical work. The University has refused to participate in any meaningful discussions about these positions or to provide any information, with the result that the Union has been forced to apply to the IRC for an order compelling the University to disclose the relevant information to the Union. That information is required as a preliminary to the main application to the IRC to have the 200 positions reassigned into the bargaining unit.

SHIRLEY IRVINE
Chair, Grievance Committee



**CIVIC ELECTION DAY
IS SATURDAY,
NOVEMBER 17, 1990**

REMINDER

Civic and Schoolboard Elections are upcoming on Saturday, November 17.

Our November newsletter will have the list of candidates endorsed by Metro Council.

HEALTH & SAFETY COMMITTEE REPORT

Our committee has been meeting every two weeks throughout the summer. Issues that are still dominant are: the VDT Questionnaire, asbestos, ventilation, and lighting.

With regard to the VDT Questionnaire, a group of us will be working for at least two hours on Oct. 9th in an effort to clear up the remaining questions concerning VDT's which haven't been analyzed and recorded for statistical purposes. If any of you are contacted to help us on a future date, please consider helping for the evening specified. It is hoped that a final report will be published for this coming newsletter, however, that depends on how much we cover on Oct. 9th and how many volunteers are willing to help us for another evening, if necessary.

There were a few complaints from some members of our Union as well as from members of CUPE 116 about the method of removing asbestos by a former firm hired by the University. Occupational Health & Safety has since changed to another asbestos removal company and things seem to have improved.

Regardless of where one is working, ventilation is always important. Without proper ventilation, productivity in the workplace tends to go downhill considerably and can even lead to illness for many workers. If there is more than one air exchange in any particular building, it must be ensured that these air exchanges compliment one another. If air exchanges do not compliment each other, the air quality will not be as healthy as it should be. Ducts in buildings should be maintained on a regular basis as well as any vents in offices. For air exchanges in any workplace, the air going into the building should be regulated to the air leaving the building. If workplaces have no windows that open, air often gets stale and this can lead to sick building syndrome. Employers should invest in top quality air circulation exchanges for all workplaces. It's no wonder many employees complain about fatigue, headaches, illnesses and the like when ventilation is not a top priority.

Starting in October, an air quality committee will be formed on campus. I'll give details in the following newsletter as to who represents this committee and where this committee wants to direct itself on campus. There are at least two areas on campus which need immediate upgrading in ventilation and I intend to bring the committee's attention to these two areas.

Fire Prevention Week is from Oct. 7-13. On Oct. 13 at the Plaza of Nations, numerous fire departments will display fire trucks and several types of firefighting equipment. For those of you with young children, this would be an excellent opportunity for your children to see a fire truck up close as well as the chance for them to sit in the driver's seat. It all starts at 11:00 a.m. and finishes at 5:00 p.m. at the Plaza of Nations on Oct. 13th.

I have joined a new section in the Joint Health & Safety Committee which represents the University as a whole. The JH & SC sends out newsletters three or four times a year. It is a possibility that the newsletter committee will become the safety information committee. This committee will likely be responsible for the flowing in and out of newsletters and safety information to all employees. We will be publishing any interesting articles on safety, particularly those pertinent to proper working conditions.

Mark the week of Nov. 5-8 on your calendars. As mentioned many previous times, this will be Health & Safety Week on campus. Details are virtually cast in stone. The tentative plans include; speakers on the 2nd floor of the SUB for all four days from 1:30 - 2:30 p.m., numerous displays and booths in the main thoroughway of the SUB and practical demonstrations given by vendors that specialize in health and safety issues.

The four topics that speakers will cover include: bike safety (given by the bike association), personal safety on campus (given by the R.C.M.P.), office ergonomics and earthquake preparedness.

The date of the Open House for the Dept/Area/Bldg/Safety Committee members to meet with the members of the Joint Health & Safety Committee has been changed. It will now coincide with Health & Safety Week. All members of D/A/B/S should make every effort to attend. This is one of the few times you will meet the people who serve the University as a whole as well as other D/A/B/S representatives. As soon as the Nov. 5 or 6 date has been confirmed, I'll inform you.

As for emergencies on campus, there are two numbers you can use. These are 911 and 4567.

STEPHEN MONTGOMERY
Chair, Health & Safety Committee



CANADIAN UNION OF POSTAL WORKERS SYNDICAT DES POSTIERS DU CANADA

ALIANZAS: CANADIAN LABOUR CONGRESS • POSTAL TELEGRAPH TELEPHONE INTERNATIONAL
CONGRES DE TRAVAIL DU CANADA • INTERNATIONAL DE POSTES TELEGRAPHES TELEPHONES
1079 Richards St., Vancouver, BC V6B 3E4 685-6581

Dear Sister/Brother:

The Canadian Union of Postal Workers is in the process of taking a strike vote. The main issues are job security, an end to privatization, and no more harassment. The future of the postal service is at stake in this round of bargaining. The current collective agreements covering postal workers are the main barriers to Canada Post totally gutting your postal service. If our contracts are rolled back, then Canada Post will be able to further cut back postal service.

Canada Post doesn't want to provide Canadians with a directly run counter service. They want drug-stores, pharmacies, 7-Eleven's, etc. to provide postal service. Canada Post believes that diapers and registered letters are an unbeatable combination. Our Union is bargaining for an expanded and improved postal service. We want to be able to operate postal stations on evenings and weekends, and we want to be able to sell packaging materials at our counters. That will provide you with better service, and provide us with job security.

Canada Post is refusing to provide many Canadians with door-to-door mail delivery. They are forcing people to use the so-called Supermailboxes. This is despite the fact that a Federal Government appointed committee recently recommended that Canada Post scrap its Supermailbox programme and provide all Canadians with door-to-door mail delivery. This is another of our bargaining issues.

In 1987 Canada Post used scab labour to try and break strikes by postal workers. This year, it appears that they are following the same route. In addition, they are embarking on a programme to try and force all temporary workers to scab or lose their job.

We need your help to maintain a postal service and to ensure that postal workers achieve a decent collective agreement. Please help us by doing one or more of the following:

1. Pass a motion of support at your membership meeting. Send us a copy.
2. Send a letter to Harvie Andre, Minister in Charge of Canada Post at the Parliament Buildings in Ottawa. Tell him that you want an improved and expanded postal service and a decent contract for postal workers. It doesn't require a stamp.
3. **Print all or part of this letter in your newsletter.**
4. Invite a speaker to your meeting.
5. Come to a demonstration on Wednesday, September 12, 1990 at 5:00 p.m. Canada Post President Don Lander is in town and it is a great opportunity to tell him exactly what you think of privatization, of Supermailboxes, of the way they treat postal workers, of the use of scabs, or about postal service in general. The demonstration will be in front of the Pan Pacific Hotel, 999 Canada Place (foot of Burrard) in Vancouver. Our President Jean-Claude Parrot will be present.

In Solidarity,

Brian Charlton

Brian Charlton
President
Vancouver Local

dl/AUCF 2

NO POWER GREATER - VOTRE FORCE

SEP 11 1990

NEW MEMBERS

This fall we would like to welcome the following new members to our local:

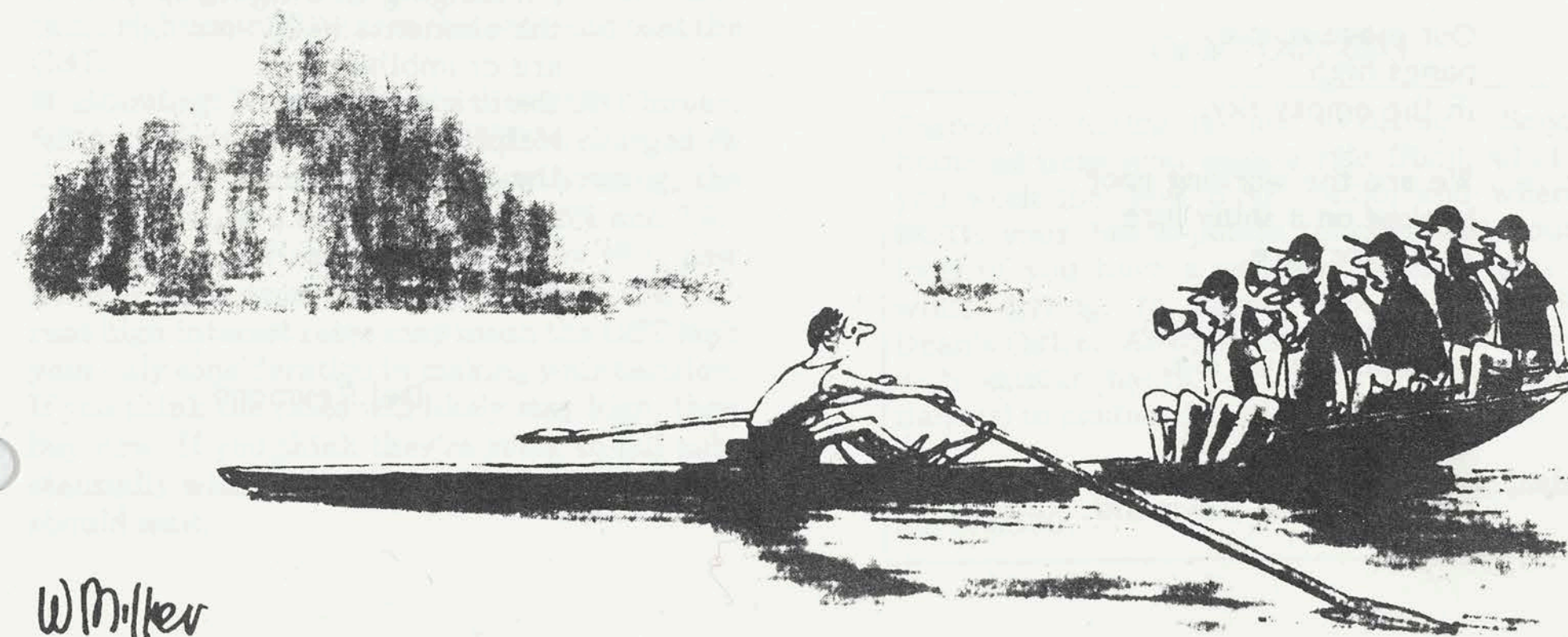
Marian O'CONNOR from Anatomy & Microbiology, **Shairoz KARA, Karen POPE & Nirmaljeet SANDHU** from Applied Science, **Sharon KONG** from Art's, **Rotchel ALCANTARA** from Audiology, **Dayna CADMAN & Diane CARTER** from Awards & Financial Aid, **Leah ASPELEITER & Karminie DE SILVA** from Commerce, **Maria HO** from Computing Services, **Tamara TRUE** from Cont. Dental Education, **Margaret BARTON** from Dentistry, **James BOUCHER** from Education, **Kathryn OAKLEY** from Family Practice, **Dolores MERCER** from Financial Services, **Eva BRINK** from Geological Sciences, **Charlene CRUMBACK & Shermila SALGADOE** from Health Sciences, **Karen ZELLER** from Centre for Human Settlements, **Annelie Reilly** from Information Systems Management, **Anna IP** from Language Education, **Sally THOMPSON & Lucette WHITTALL** from Faculty of Law, **Karen DICKSON** from Curriculum Lab Library, **Katalina SEWERIN** from Hamber Library, **Arlene KOFOL** from MacMillan Library, **Joan LIGHTHALL, Christina LIU, Kerry STEEVES & Jana TYNER** from Main Library, **Stephen LINDSAY, Debra SMITH & Anne WONG** from Woodward Biomedical Library, **Betty DUDA** from Medicine/Shaugnessy, **P. Kathryn RAIL** from Medicine/VGH, **Felicity WATSON** from Microbiology/VGH, **Alicia ARENA** from Networking & Communications, **Kathryn YOUNG** from Personnel, **Melinda MORALES** from President's Office, **Barbara ANDERSON** from Psychology, **Anthony HAMILTON** from Purchasing/SERF, **Juhli HEWSTAN** from Purchasing, **Wendy WESTMAN** from Sports Medicine, **Susan KERNSTED** from Surgery/VGH, **Rasopala SAMARASEKERA** from TRUIMF & **Cynthia PETERS** from Womens Studies.

VACANT POSITIONS

The following Executive positions are open for nominations:

Recording Secretary
2 Trustees

Nominations can be made at the October 25th General Membership Meeting or in writing to the Union office.





NEW

FEATURE

THIS

MONTH

The working poor

We are the working poor
hooked on a lure
we silently endure.

For room and board
we toil for a shiny lord
and his helmeted hoard.

Our rights are stripped,
we are being jipped
and whipped.

Our piece of pie
hangs high
in the empty sky.

We are the working poor
hooked on a shiny lure
that's for sure.

Poor we toil and sigh,
even poorer we die.
Why?

Del Revmond

Dying sparks

We are burning out,
slowly,
before work,
after work
and during sundry
sleepless nights
battling
triple-salaried bullies
buttressed
in leisured bunkers.
But our dying sparks
are brewing fire
among the tumultuous
rank and file.

Del Revmond

Crisis

Blind I stare
into nowhere.
Deaf I strain the ears
to hear a sound
from soundless peers.
Mute I entreat
the succumbed.
My heart is bare,
my eyes full of tears.
I'm hanging on a tight rope;
the elements within me
are crumbling;
the crisis is here.
Helplessly I grope
the empty air
full of fear
if you
are there.

Del Revmond

Some tips for beating the GST

TCU Canadian Interchange/CALM

It Brings Out The Best
In All Of Us.



UBC - United Way
"It's Yours"

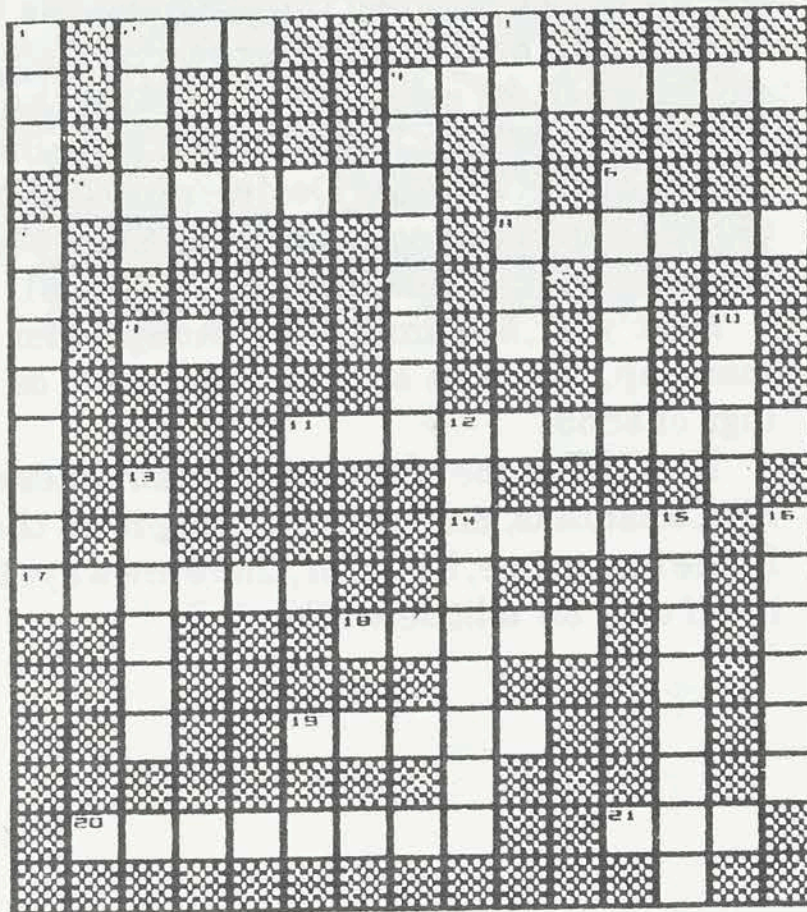
CARPOOLING

Carpool matching is now available. Send your home address (you want a ride from), what hours you work (i.e. M-F 8:30 - 4:30) and where, and BOTH your home phone number and your UBC local, if you have a car, and whether you smoke while driving, to Karen Pope, Applied Science Dean's Office. As soon as someone else is available with similar hours, etc., you will be sent their name(s) to contact for setting up a car pool.

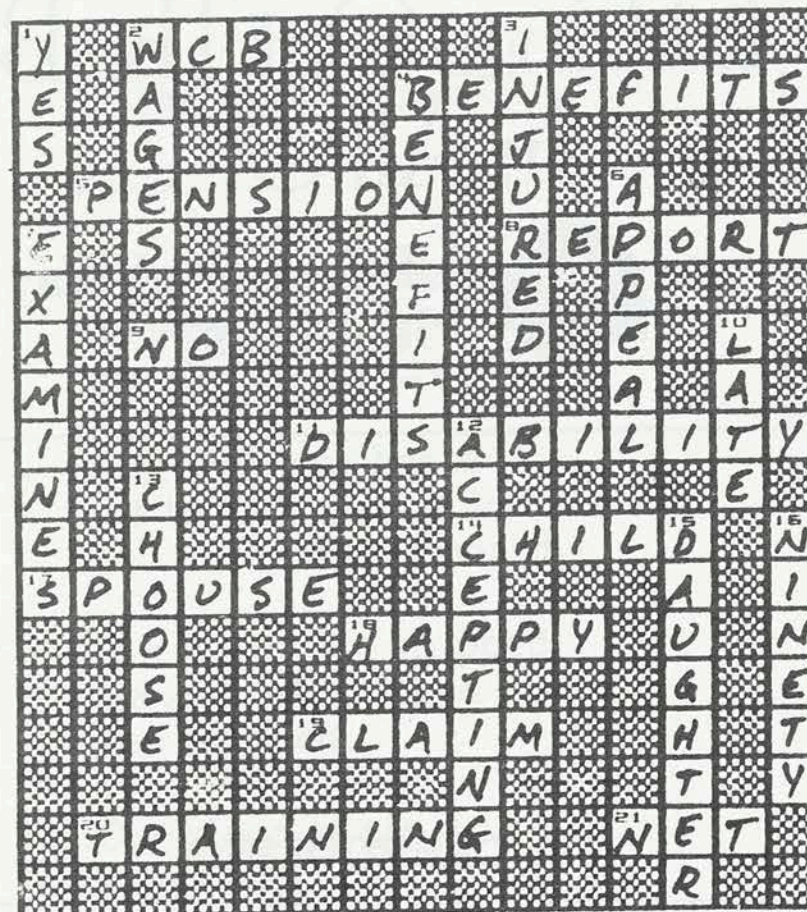
Thank you. If you have any questions, please call me at 0870.

WCB Crossword

This crossword puzzle was developed for an intermediate English in the Workplace class by instructor Dina Pereira. It was first used with Rubberworkers from Garlock Canada and Steelworkers in class at Samuel and Son in Toronto. The puzzle was published by the Metro Labour Education Centre in November 1989 in *Crosswords and Word Games for Workers*.



PUZZLE



SOLUTION

Across clues

2. The short form for Worker's Compensation Board is _____.
4. When an injured worker dies his family gets _____ from the WCB.
5. When an injured worker becomes permanently disabled s/he gets a _____.
8. When you get injured on the job, it's very important to send the WCB a _____ about the incident.
9. The opposite of yes is _____.
11. When you get injured at work and your illness doesn't get better, you develop a _____.
14. Your son or your daughter is your _____.
17. Your husband or your wife is your _____.
18. The opposite of sad is _____.
19. Your WCB identification number is called your _____ number.
20. If you can't return to your job because of injury, the WCB can give you _____ for another job.
21. Your gross salary after deductions becomes your _____ salary.

Down clues

1. The opposite of no is _____.
2. A word that means the same as salary is _____.
3. A word that means the same as hurt is _____.
4. When you get injured on the job, the WCB pays you _____.
6. When you don't agree with a WCB decision you have the right to _____.
7. When a doctor checks you up he _____ you.
10. The word that means the same as "not being on time" is _____.
12. When you are agreeing with or taking something, you are _____ it.
13. The word that means the "to pick something" is _____.
15. If you are the mother or father of a little girl, she's your _____.
16. The WCB pays you _____ percent of your gross wages.

MLEC/CALM

MLEC/CALM

UCS/CALM

SAFETY FIRST

GENERAL MEMBERSHIP MEETING

20th September, 1990

MINUTES

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

1. ROLL CALL OF OFFICERS

Greg Fisher
Shirley Irvine
Ann Hutchison
Polly Diether
Stephen Montgomery
Lynn Jenkinson
Ann Chatwin
Denise Field
Joe Denofreo
Paul Tetrault

President
1st Vice President
2nd Vice President
Secretary-Treasurer
Health & Safety
Sergeant-at-Arms
Sergeant-at-Arms
Trustee
CUPE Representative
Business Agent

2. ADOPTION OF AGENDA

MOVED:Erickson/SECONDED:Motani
That the agenda be adopted.

CARRIED

3. ADOPTION OF MINUTES

MOVED:Erickson/SECONDED:McConachy
That the minutes of July 26th, 1990 be adopted.

CARRIED

4. BUSINESS ARISING FROM THE MINUTES

None

5. NOMINATIONS FOR THE 1990/91 EXECUTIVE

Recording Secretary - no nominations
Trustee (3 year term ending Dec. 1992) - no nominations
Trustee (Term ending Dec. 1990) - no nominations

6. PRESIDENT'S REPORT

Because of the contract proposals Greg Fisher cut back on his report. Greg reiterated the need for a part time Clerk II in the Union office and that anyone interested should call the Union office. He also stated that this clerk could also be booked off their job to do the Union clerical duties.

7. SECRETARY-TREASURER'S REPORT

Polly Diether reported that the July & August financial statements will appear in the October newsletter. Polly also reported that the University has upped the monthly dues advance from \$25,000 to \$30,000. Polly will be representing the Union for the 1991 United Way Campaign.

8. BUSINESS AGENT'S REPORT

Paul reported that the Union has officially submitted the Section 34 application to the IRC to acquire back approximately 180 positions that have been removed from our Bargaining Unit. The Union will meet with the Employer to go through the disputed positions. Paul reported that we currently have approximately 30 grievance that are at the arbitration stage and out of those grievances 6 to 7 will be heard within the next 4 to 5 months. Paul also reported on the Tech Change Committee, which will be a committee to advise the Executive concerning computer related jobs. This Committee has had some meetings and everyone is very enthusiastic.

9. COMMITTEE REPORTS

i. Grievance Committee

Shirley reported that the Grievance Committee has a new member, Liam McConachy.

ii. Health and Safety Committee

Stephen Montgomery reported that the Health & Safety Committee is still looking for volunteers to tabulate all the answers on the VDT questionnaire. Stephen also is requesting that the Contract Committee include, in the new proposals, that the WCB Industrial Health & Safety Regulations Art. 8.24 be written out in full in the new contract.

iii. Communications Committee

Richard Melanson reported that the newsletter will be pasted together on October 4th, and the deadline for submissions is Friday, Sept. 21, 1990.

iv. Shop Steward Report

Vic Wilson reported that they had a Shop Steward meeting on Sept. 13, and the turnout was a success. The Shop Stewards are currently going through a training process and that if any members have any problems to call the Union office and a steward will be assigned to you.

v. Contract Committee Report

The meeting was turned over to Ann Hutchison, who went through the proposals for the 1991 Contract. Each article was explained and discussed in detail. The last article discussed was Article 30.06 and the discussions will resume at the next Membership meeting in October. No changes or proposals taken at this meeting, there will be a chance to make amendments or additions at the following two Membership meetings.

MOVED:Erickson

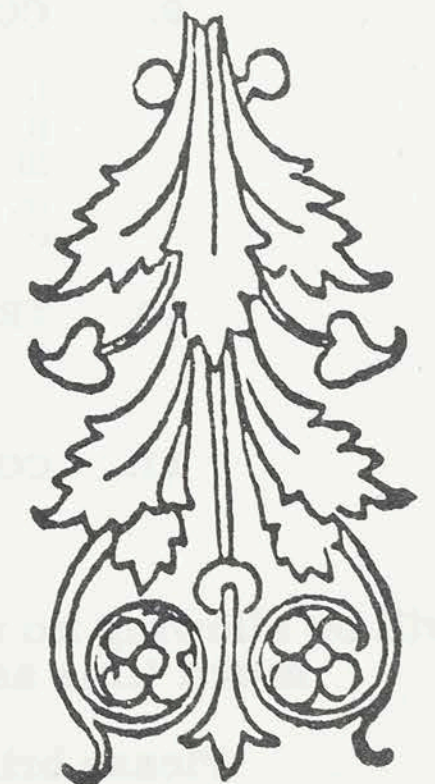
That the meeting be adjourned.
CARRIED

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

member/32.min

In memorium...

We are saddened to hear of the death of Julianra Tao, a fellow member and co-worker. She will be truly missed by her friends at the University. We wish to extend our condolences to her friends and family in their time of grief.



**GENERAL MEMBERSHIP MEETING
& DISCUSSION OF CONTRACT PROPOSALS**

25th OCT., 1990 @ I.R.C. ROOM 2

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 Sept. 20th, 1990**
- 4. BUSINESS ARISING FROM THE MINUTES**
- 5. NOMINATIONS REMAIN OPEN FOR:**
Recording Secretary
Trustee (3 year term ending Dec. 1992)
Trustee (Term ending Dec. 1990)
- 6. PRESIDENT'S REPORT**
- 7. SECRETARY-TREASURER'S REPORT**
- 8. BUSINESS AGENT'S REPORT**
- 9. COMMITTEE REPORTS**
 - i. Grievance
 - ii. Health & Safety
 - iii. Communication
 - iv. Education
 - v. Job Evaluation
- 10. TRUSTEE'S REPORT**
- 11. CONTRACT PROPOSALS**

We will be allowing no more than 1/2 hour for normal business to devote as much time as possible to contract proposal discussions.

Please bring your contract and proposal package.

GENERAL MEMBERSHIP MEETING
& DISCUSSION OF CONTRACT PROPOSALS

25th OCT., 1990 @ I.R.C. ROOM 2

12:30 - 2:30 P.M.

AGENDA

1. WELCOME BY CHAIRMAN

2. REPORT BY CHAIRMAN

3. DISCUSSION OF CONTRACT PROPOSALS

4. REPORT BY CHAIRMAN

5. DISCUSSION OF CONTRACT PROPOSALS

6. REPORT BY CHAIRMAN

7. DISCUSSION OF CONTRACT PROPOSALS

8. REPORT BY CHAIRMAN

9. DISCUSSION OF CONTRACT PROPOSALS

10. REPORT BY CHAIRMAN

11. DISCUSSION OF CONTRACT PROPOSALS

12. REPORT BY CHAIRMAN

13. DISCUSSION OF CONTRACT PROPOSALS

We will be allowing no more than 1/2 hour for normal business to devote as much time as possible to contract proposal discussions.

Please bring your contract and proposal packages.