

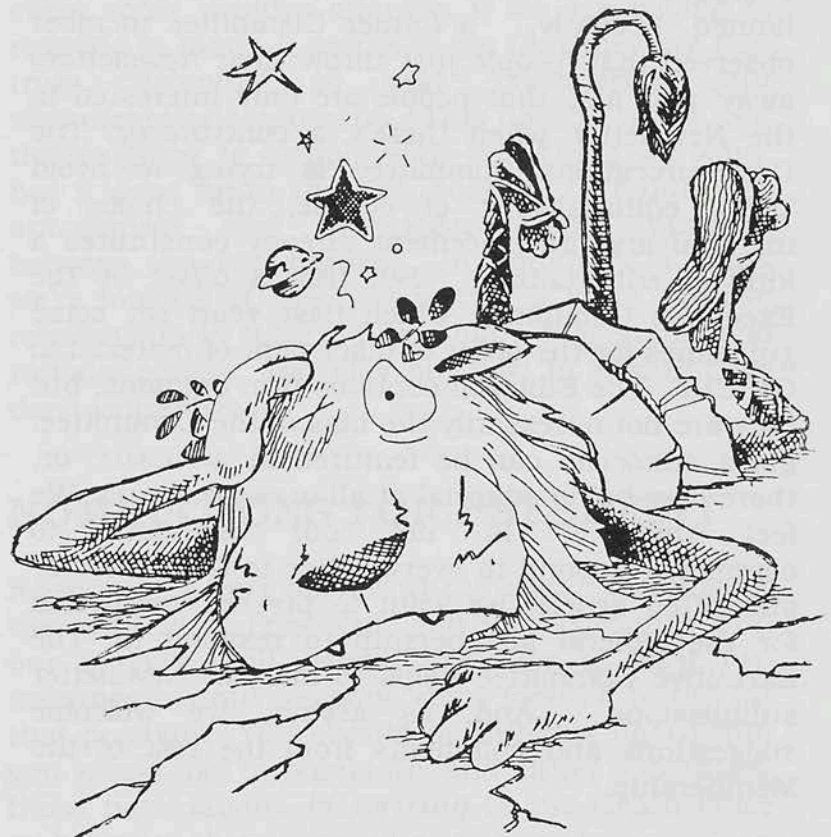


ON CUE

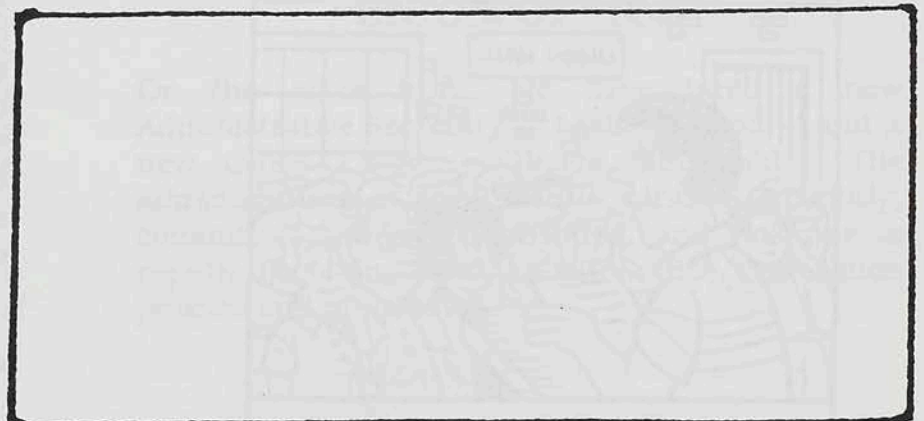
APRIL 1989

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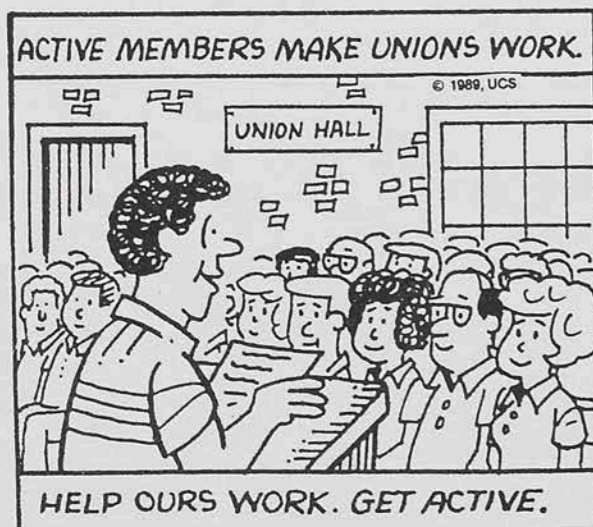
"Health & Safety Issue"



COMMUNICATIONS COMMITTEE REPORT

Current status of the Communications Committee: lost 3 members; present total is 3 members (see the List elsewhere in this Newsletter). At a recent Committee meeting a Chair (Dan Kravinchuk) and an Alternate (Richard Melanson) were chosen. Elsewhere in this issue you will find a notice advertising for new members for the Communications Committee. For those who might be tiring of our seemingly "monthly" calls for new members, please note that the last such plea was actually in the December 1988 issue. The Communications Committee feels that there should be at least 6 members: to make work/time-load easier and to give better representation. Reminder: compared to other committees, the commitment of time is more predictable and limited. Recently, a former Committee member observed that 'people just throw their Newsletters away' and also that people are only interested in the Newsletter when there's a controversy. The Communications Committee is trying to avoid 'overt' editorializing; of course, the choice of material and its placement already constitutes a kind of editorializing. But this is offset by the Executive Committee which (last year) set some guidelines for the order of placement of material in ON CUE. The Editorial contains firm opinions, but they are not necessarily the bias of the Committee: guest editorials can be featured in an issue, or, there may be no editorial at all in some issues. We feel that it is not our mandate to comment/respond to every Letter to the Editor or submitted article; we want to present viewpoints for the general Membership to respond to. The Executive Committee helps to monitor Newsletter submissions. And, as always, we welcome suggestions and comments from the rest of the Membership.

Dan Kravinchuk
Chair Communications Committee



DAY OF RECOGNITION FOR WORKERS KILLED OR INJURED ON THE JOB

APRIL 28TH

Four years ago CUPE called for the establishment of a national day for recognition for workers killed or injured on the job. In 1986, April 28th was adopted as the day each year when we might pause and remember the sacrifices that workers have made (and continue to make) to their communities and to society as a whole.

April 28th is symbolic being the date that the first Workers' Compensation legislation was introduced in Canada. (Ontario 1914).

Please take a few moments on April 28th to remember workers who have been killed or injured on the job and to reflect on the importance of maintaining a healthy and safe workplace.

Editorial

It's Health & Safety Awareness Month. On the job injuries are not just the stuff of construction sites and nuclear power generation stations. Indeed, injuries can also happen in the office. Just ask the employee who broke a finger lifting a terminal. Just ask the employee who broke a toe when a cabinet tipped over.

Health & safety is foremost a question of awareness which the media campaign is trying to address. Health & safety, secondly, is a question of inspections by the Workers' Compensation Board. Provincial legislation compels employers to adequately fund the WCB, who, in turn, you would hope would adequately compensate injured workers for time off due to work related injuries.

Perhaps the WCB needs pressure applied to adequately compensate injured workers. This editorialist has heard a number of horror stories emanating from the WCB where they have denied a compensation claim, or, the compensation package is too meager to live on. At the same time, I am reminded of the surplus the WCB refunded to employers last year. I wonder if the WCB was able to refund this surplus because of the countless denied claims. I close with the case of the cancer-stricken former employee of Cassiar Asbestos who contracted asbestosis on the job. But proving it was a difficult task. He lived a number of years in deteriorating health while WCB reviewed and appealed his case. He died without receiving proper compensation.

Hopefully, the WCB will take a more positive outlook on these cases in the future.

Richard Melanson

PRESIDENT'S REPORT

For those of you who didn't attend the March 16th General Membership Meeting, I announced my resignation effective the 31st of March, 1989. I would like to take this opportunity to tell you how much I have enjoyed working with and for you during the past year and a half. I have learned more than I would have thought possible, and I thank you for that opportunity. I have found you, both those on committees and those not, very supportive and patient, especially at the start while I was learning the ropes. I have valued your participation enormously; I believe that we have a caring and thoughtful membership, and a committed and conscientious Executive.

My resignation leaves a void that will be filled temporarily by Shirley Irvine, your 1st Vice-President and Chair of your Grievance Committee. I am confident that Shirley's experience will be, as it always has been, invaluable to this membership.

I'd also like to publicly thank:

Estelle Lebitschnig, my workplace supervisor, for asking one simple question: "Why don't you join the Communications Committee?" and for later being so supportive when I became more embroiled in Union affairs;

Shirley Irvine for the clear and careful thinking which is her wont, and which proved indispensable;

Marion Gordon for her ready ear whenever I needed someone to bounce something off, and for her participation which, albeit short, was and continues to be thorough and unrelenting;

Susan Claybo for the benefit of her constant sagacity and wit which helped me keep perspective when I thought I was ready for a straight-jacket;

Patsi McMurchy for her cheerfulness and friendliness which would be a boon anywhere and certainly was on this Executive;

Diana Ellis for her constant reminders that I didn't get a seconder to a motion, or that an item was misplaced on the agenda, or that I didn't read the right policy on something-or-other...Diana kept me informed as regards internal union policies, and presented me with many opportunities to hone my debating skills -- the latter proving to be of use at times; advances, etc.;

Joe Denofreo for his never-ending support, his calm, his experience, and his humour -- none of which I would have wanted to be without;

and Suzan Zagar, Adrien Kiernan, Pat Fornelli, Lee Bryant, Sandy Lundy, Nan Love, Loretta Clarke, Dan Kravinchuk, etc., etc., etc.

* * * * *

UBC and CUE

During the past few months, I have noticed a marked improvement in the tenor of the positions taken by the Employer. It is my belief that **resolution** and **cooperation** are the two key words which are dictating their present attitude. If I am right, this gives our union a beautiful opportunity which we should capitalize on. I believe we can effect some positive changes if we are willing to respond in kind. It seems to me that they are now truly "listening" to and "considering" our statements and concerns. This doesn't mean that they're going to comply with everything we want, but it does mean that it's possible to reduce the antagonism and skepticism that's rampant between the two parties. In summary, I think we're looking at the prospect of a more positive relationship in future if we hold a reasonable and rational course, and play our part in ensuring we don't jeopardize it.

NOMINATIONS FOR PRESIDENT

Nominations were opened at the March meeting for the position of President, and in accordance with our by-laws, will remain open for at least two meetings -- until someone steps forward to run for that position. You should be thinking about who you would like to nominate, and either submitting those nominations **in writing** to the Union office or bringing them forward at the next meeting on April 20th. Nominees who intend to accept their nomination must either: a) attend the meeting to verbally accept, or b) have someone read their written acceptance to the meeting.

UNION OFFICE

On the office front, we have hired a new Administrative Secretary -- Leslie Hodson -- and a new Office Clerk -- Glenys McDonald. The administration of the office is running smoothly; committees are well-established, and Rosanne is rapidly becoming familiar with office and Union policies and procedures.

Pamela

GRIEVANCE COMMITTEE REPORT

The Grievance Committee is faced with long delays in processing grievances brought on by the uncooperative and confrontational stance of the University. The University, while refusing to settle, consistently drags out the steps of the grievance and arbitration procedure, causing delays between the completion of one stage and the initiation of the next stage. Furthermore, the University consistently attempts to erode our collective agreement by refusing to follow its provisions or by initiating practices which are in clear violation of the agreement. The Union has no choice but to grieve such violations because it would otherwise lose the particular article of the collective agreement.

The University has been particularly intransigent when dealing with policy grievances which affect the membership as a whole or large numbers of our members. The current grievance on "reassignment" illustrates the type of entrenched position the University characteristically adopts in these situations. The University's view is that it can transfer employees to different positions within a department as long as it maintains their classification because it is merely "reassigning" duties. As a result, you may find that although you applied for a particular posted vacancy, interviewed for it and were the successful applicant, you have no guarantee that if you accept the position you will actually be in the position you thought you had. Or you may have been working in a particular position for some time only to find that when you arrive at work on a Monday morning, that you have been transferred to a completely different position, in a different office, working with different people. In some areas, people are moved around without notice or explanation like pieces of office furniture.

The Union clearly could not allow this violation of the collective agreement to continue and therefore filed a policy grievance. In transferring people in this manner the University is circumventing the collective agreement because the agreement is "position-specific". Article 22 stipulates that all vacant positions are to be posted and that all postings shall include the specific job title.



SUPPORT YOUR UNION STEWARD!
Tom Chalkley

By moving our members around, the University is imposing an "involuntary transfer" or "internal placement" on them, something which it cannot do unless the member's original position is discontinued. The University is denying our members the advantage of an orientation and training period as required by Article 22, as well as the opportunity to exercise the seniority rights for positions as provided for in the collective agreement.

Shirley Irvine
Chair, Grievance Committee

IN OTHER UNIONS ...

The Hospital Employees' Union is pleased to announce that it has appointed former Ontario Federation of Labour Secretary-Treasurer, Sean O'Flynn, to the post of Secretary-Business Manager. O'Flynn also served as President of the Ontario Public Service Employees Union, with a membership of 80,000. The Secretary-Business Manager is the chief administrative officer and spokesperson of the largest health care union in British Columbia.

HELP WANTED

The Communications Committee has an opening for a new member to:

- spend 2 nights per month (approx. 4 hours total)
- type and/or write articles
- help with layout and paste-up
- label newsletters

No Experience Necessary, we will train.
For more information contact Dan Kravinchuk at [redacted]



CONTRACT COMMITTEE REPORT

HAS YOUR BOSS' ATTITUDE GOT YOU DOWN?

The contract negotiations are moving along quite quickly right now. A few weeks ago the two negotiating committees divided the proposals into smaller packages containing related proposals as they felt the issues could be better discussed and dealt with in smaller groups. Each small group could then be dealt with until agreement has been reached on all the proposals in it before moving on to the next package. One of these packages contained proposals relating to working conditions and agreement has been reached on language for some of the proposals contained in this package.

The University has agreed to include a strong statement ensuring that they will work to establish safe working procedures, eliminate unsafe practices and control the use of hazardous materials. They have also agreed to include language which will allow us to apply other acts--for example, the Federal Governments Emitting Devices Act--besides the Workers' Compensation Board regulations to health and safety in the workplace.

The University has agreed the if your eye doctor recommends that you no longer work on a VDT because of damage caused by it to your eyes then you will be reassigned to other duties in your classification and within your department which do not involve the use of a VDT. If such duties are not available you will have the following options:

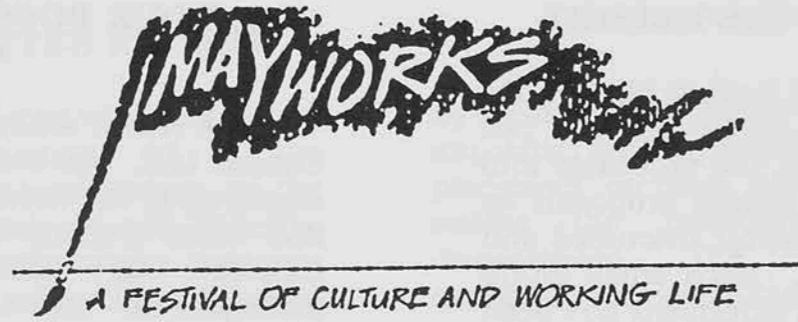
- i) internal placement
- ii) placement on the recall list
- iii) termination of employment with severance pay

The University has also agreed to supply glare shields to any employee who requests one. If an employee feels that his/her VDT is malfunctioning they may request that it be tested. If it indeed proves to be malfunctioning it will be repaired or replaced. If the testing, repair or replacement does not take place within five days the employee may refuse to work on the VDT in question.

If you have any questions regarding the status, bargaining or the above proposals, please feel free to call me.

Fred Snyders
Chair, Contract Committee





The Second Annual MayWorks Festival:
A Celebration of Culture and Working Life will be on the job this May 1st through 7th with a full shift of events featuring art in the workplace.

Some of this year's MayWorks highlights to watch for include a Power Play production with Headlines Theatre and the Clerical Workers' Health and Safety Project.

Busdrivers will be entertained by local writer and performance artist Nora Randall's reading of 'Mavis and the Chicken Yard' - the comic story of two bus-driving sisters, one of whom gets promoted to management.

Concerts on Vancouver's waterfront docks, performances on construction sites, visual art shows in union halls, and poetry readings during workers' lunch-hour are also planned.

The Festival will close on a strong note with a concert at the Maritime Labour Centre Saturday, May 6th, and a final presentation at the Vancouver East Cultural Centre, Sunday evening May 7th, featuring some of B.C.'s best known musicians in their least-likely roles - as labour balladeers'

Volunteers are needed for many aspects of this Festival's production. MayWorks offers free event passes in return. Please call the MayWorks Festival office at 324-8821 for more information on events or volunteering.

Last year's premiere MayWorks Festival attracted over 4000 people and ended in the black, with over two-thirds of the budget going to pay artists for their participation.

See you at MayWorks, May 1-7, 1989, where the Arts, including the Art of Work are celebrated.



SINGING OUR OWN SONG

THE GREAT MAYWORKS SONGWRITING PROGRAM AND LABOUR SONG SWAP

The 1989 MayWorks will host Singing Our Own Song, a song writing program and song swap for labour singer/songwriters. Organized in conjunction with the Slim Evans Society, this program evolved out of the 1988 MayWorks Songs of Work and Protest Songwriting Competition. It recognizes the enduring role music has played in labour culture, and that labour singers are often isolated and have little opportunity to improve their skills.

The program includes: A CRASHCOURSE IN MUSIC THEORY; by a local music educator; PERFORMANCE SKILLS (or "You mean I'm not the only one who gets nervous"); BUSINESS RELATIONS (You mean I could get paid for doing this) by a rep from the Musicians Union; DEMYSTIFYING MUSIC TECHNOLOGY (or "Which end of this thing do I sing into) by local sound technicians; JOE HILL, RALPH CHAPLIN, WOODY GUTHERIE; by a labour song collector and historian; and GROUP SONG FACILITATION; by Toronto's Arlene Mantle. The program will also feature song swaps and low anxiety performance situations for the most terrified labour troubadours.

SINGING OUR OWN SONG, is scheduled for the weekend of April 28 - 30. ADVANCE REGISTRATION IS REQUIRED. If you are from outside of the lower mainland we can organize billets, and possibly financial assistance from unions in your area, if we hear from you soon.

FOR MORE INFORMATION OR TO REGISTER CONTACT MAYWORKS, #104 - 2005 E 43RD AVENUE, VANCOUVER, (604) 324-8821

Registration is limited so call early to get a spot! Fee for the weekend is \$25.00 (fee is negotiable).

WE NEED YOUR HELP TO PUT THE COLOUR BACK.

Canada's Red Cross blood donor program has been cited by international authorities as one of the safest and most effective in the world. One reason it works so well is that it's entirely voluntary. Our program is supported by dedicated people who care about the health of their community.

But now this respected program needs a quick transfusion. The number of voluntary blood donors is declining at a critical rate: about 5% a year. The timing couldn't be worse.

Because right now, new miracles in the operating room and growth in our population actually call for an increase in donor numbers.

That's why your community blood bank is looking for heroes - donors who can put us back in the red. We're asking you for blood. Or for money to help us collect blood. And if you could find it in your heart to give both, that would make you a super-hero!

THE RED CROSS NEEDS BLOOD

Certainly, we need new first-time donors. but we also urge our current donors to give more often. (Anything up to four times a year is safe for most people.) Please fill out the pledge coupon below and we'll contact you with the address of your nearest blood donor clinic.

THE RED CROSS ALSO NEEDS MONEY TO COLLECT BLOOD.

Money can buy happiness - even life itself. Every \$2.00 donation, combined with the assistance we receive from government, helps the Red Cross to collect one pint of urgently-needed blood. That means:

\$10 will help recruit 5 pints - enough to support an open heart patient during surgery;

\$100 will help recruit 50 pints - enough to support a cancer patient undergoing chemotherapy

\$400 will help recruit 200 pints - enough to support a burn victim through emergency and recuperative surgery;

\$2800 will help recruit 1400 pints - enough to support a hemophilic for one year.

But best of all, your donation will also go to support all Red Cross programs in the community.

All donations are tax-deductible, a receipt for tax purpose will be issued promptly.

THERE'S A PINT OF HERO IN ALL OF US

I PLEDGE:

A Donation of Blood

___ To Give a First-Time Pint of Blood

___ To Give Blood More Often Than I Already Do.

A Donation of Financial Support

___ \$10

___ \$100

___ \$400

___ \$_____

NAME: _____

ADDRESS: _____

CITY: _____

POSTAL CODE _____

TELEPHONE: WORK _____

HOME _____

Please mail your completed pledge card to:

The Canadian Red Cross Society
4750 Oak Street
Vancouver, B.C.
V6H 2N9



ATTENTION ALL MEMBERS!!

EVERY NEW UNION MEMBER HAS THE RIGHT TO BECOME INFORMED OF HIS/HER RIGHTS. YOUR UNION NEGOTIATED ARTICLE 7.04 WHICH PROVIDES FOR A ONE HOUR ORIENTATION FOR THAT EXPRESS PURPOSE.

IF YOU KNOW OF A PART-TIME, HOURLY, OR LTO WORKER WHO HAS NOT HAD BENEFIT OF THIS ONE HOUR UNION ORIENTATION, PLEASE HAVE THEM CALL LESLIE AT THE UNION OFFICE (224-2308) SO WE CAN CORRECT THE SITUATION.

* * * * *

SENIORITY LISTS

APPARENTLY, THE UNIVERSITY IS HAVING TROUBLE KEEPING CORRECT SENIORITY LISTS. THIS ISSUE IS BEFORE THE LABOUR COMMITTEE, BUT UNTIL A RESOLUTION IS EFFECTED, WE ARE ASSURED BY PERSONNEL SERVICES THAT YOU CAN PHONE CATHERINE NELSON TO FIND OUT YOUR SENIORITY STANDING. PLEASE DO NOT HESITATE TO DO SO AS YOU HAVE EVERY RIGHT TO THIS INFORMATION.

A BARGAINING GLOSSARY

Reports about negotiations, mediation, conciliation and so on confuse a lot of people. We are often asked: "What do all these terms really mean?" It does get technical sometimes. Perhaps a glossary of negotiating terms would eliminate some misunderstandings and help everyone to follow the progress of their bargaining more easily. Following are definitions of the main terms used in negotiations:

ARBITRATION - Basically, arbitration involves referring the matters in dispute to an outside party who determines what the settlement will be. Where strikes are illegal (e.g., for the hospital workers), it is the final step in the bargaining process. There is no ratification vote on an arbitrated settlement.

CAUCUS - A private meeting of the bargaining team, designed to hammer out the Union's position on issues at the bargaining table. Any change in Management's position at the bargaining table may require a caucus to develop the appropriate reaction.

COLLECTIVE AGREEMENT - The written contract between Union and employer outlining the conditions of work, rates of pay, fringe benefits and rights and duties of both parties. It is the desired outcome of negotiations.

CONCILIATION - A process in which a conciliation officer employed by the provincial Ministry of Labour attempts to bring the two parties to an agreement. This may involve meeting with the two sides in the same room or separately. Where a conciliation officer fails to achieve an agreement, s/he usually recommends to the Minister of Labour that "no conciliation board" be appointed. This "No Board Report", stemming from conciliation, triggers the countdown to a legal strike or lockout situation.

CONCILIATION OFFICER - A person employed by the Ministry of Labour to assist the parties in reaching a collective agreement.

FINAL OFFER - The most recent offer from the employer. It may be put to the membership by the Union negotiating team with a recommendation either to ratify or reject. Membership rejection may trigger a move toward a strike. Ratification produces a collective agreement.

LOCKOUT - The refusal of the employer to let members of the bargaining unit come in to work.

MEDIATION - A process in which a mediator, who may be either a government employee or a free-lance mediator, meets with both parties in an effort to achieve the compromises necessary to reach agreement. The process is similar to conciliation, but mediation may take place at any point in the negotiation process. If a mediator fails to bring about agreement, it does not have the same legal effect as failure at conciliation (see above).

NEGOTIATIONS - The process in which a Union presents the changes it would like to see in the collective agreement and Management presents its proposed revisions, and the two sides bargain toward a compromise position both can live with.

NEGOTIATING TEAM - For the Union, this is the group charged by the membership with achieving the best possible settlement. It is responsible to the membership for its actions and decisions.

NO BOARD REPORT - Where a conciliation officer is unable to obtain agreement between the parties, s/he recommends to the Minister of Labour that a conciliation board not be appointed. This recommendation is called a "No Board Report", and 14 days after the release of this report, the two parties are in a "free position", which means the Union can strike or the employer can lock out.

PROPOSALS - Suggestions which have been endorsed by the membership as forming part of the package of ingoing demands from the Union side. These are met by Management proposals and are revised at the bargaining table in an effort to bargain a collective agreement acceptable to the membership.

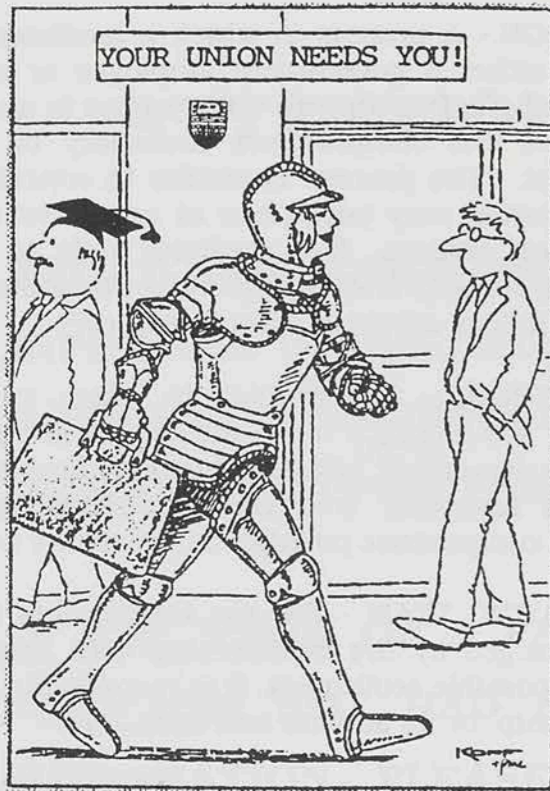
SETTLEMENT - An agreement between the two parties reached at the bargaining table. Before ratification it is called a "tentative settlement", and after a "ratified settlement".

SPOKESPERSON(S) - The individual(s) designated by each side to speak at the bargaining table.

STRIKE - Job action by a Union, which may include a slowdown, walkout or any other collective action designed to bring pressure on the employer.

TENTATIVE SETTLEMENT - An agreement reached at the bargaining table which both negotiating teams have agreed to recommend to their "principles". For the Union this means the team is committed to recommending that the membership ratify the agreement; for the employer it means their team will recommend it. (to The Board of Governors)

By Steven David, for CUPE, Local 79.



**GENERAL MEMBERSHIP MEETING
16 March, 1989**

MINUTES

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

ROLL CALL OF OFFICERS

| | |
|------------------|--------------------|
| Pamela Lundrigan | President |
| Shirley Irvine | 1st Vice-President |
| Fred Snyders | 2nd Vice-President |
| Leigh Bryant | Sergeant-at-Arms |
| Diana Ellis | Treasurer |
| Dan Kravinchuk | Communications |
| Greg Fisher | Chief Shop Steward |
| Rosanne Hood | Business Agent |
| Joe Denofreo | CUPE Staff Rep |

ADOPTION OF AGENDA

MOVED: Erickson/SECONDED: Byrne
 "That the agenda be adopted as amended"
 motions i & ii be withdrawn
 motion iii moved to d) a)
 motion vii moved to G) a)

CARRIED

ADOPTION OF MINUTES

MOVED: Erickson/SECONDED: Abbott
 "That the minutes of 14 February 1989 be adopted as circulated".

CARRIED

BUSINESS ARISING

a) Nominations for:

President
 Nominations will stay open.

2 Trustee Positions
 Nominations will stay open.

Recording Secretary
 Nominations will stay open.

b) Notice of Motions

MOVED: Lebitschnig/SECONDED: Snyders
 "That Executive minutes not be published, but copies be made available in the Union office and that each Committee Chair be charged with giving a full and complete report in the newsletter."
CARRIED

MOVED: Fisher/SECONDED: Lebitschnig
 "That the minutes of Membership meetings to be published in the newsletter shall consist of motions only with a brief explanation when necessary."
CARRIED

MOVED: Lebitschnig/SECONDED: Snyders
 "That we officially send our monthly newsletters to Personnel Services"
DEFEATED

MOVED: Lebitschnig/SECONDED: McMurchy
 "That we destroy the ballots of the Pension Review Committee Representative Election."
CARRIED

PRESIDENT'S REPORT

No motion made to accept the report.

SECRETARY-TREASURER'S REPORT

No motions made to accept the report.
MOVED: Fisher/SECONDED: Lebitschnig
 "That we raise the initiation fee from \$1.00 to \$10.00."
CARRIED

BUSINESS AGENT'S REPORT

No motion made to accept the report.

COMMITTEE REPORTS:

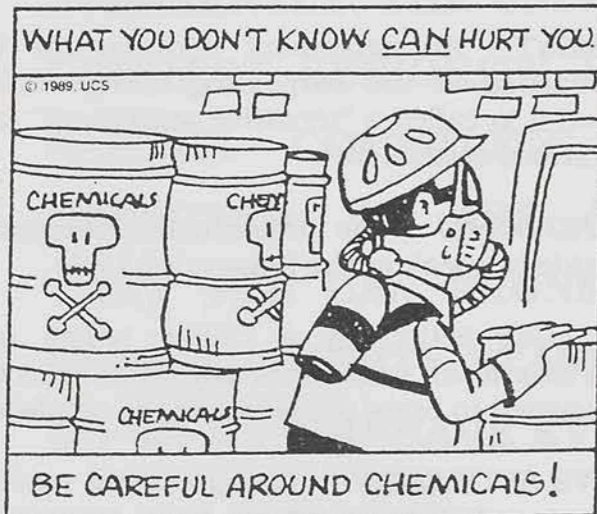
i) Communications Committee
MOVED: Kravinchuk/SECONDED Erickson
 "That the Communications Committee report adopted as read"
CARRIED

ii) Contract Committee Report
 Report was incomplete at time of adjournments.

Call the CUE Office today - 224-2308

STRESSED OUT?

The American Institute of Stress lists these as the ten most stressful jobs (in order): inner-city high-school teacher; police officer; miner; air-traffic controller; medical intern; stockbroker; journalist; customer-service employee; waitress; **secretary**.



FOR SALE

Brother Electronic Typewriter, complete with ribbons and correction tape, at an exceptional price of \$300.00, value \$600.00 new. Can be viewed on campus. Pls. call Sandra [redacted] eve.

C.U.E. REPRESENTATIVE LIST

EXECUTIVE COMMITTEE

| | | |
|----------|------------------|----------------|
| 224-8333 | President | Shirley Irvine |
| 228-2074 | 1st Vice-Pres. | Diana Ellis |
| 228-2713 | 2nd Vice-Pres. | E. Lebitschnig |
| 228-2948 | Secretary-Treas. | Susan Claybo |
| | Rec. Secretary | |
| 228-5021 | Health & Safety | Communication |
| 228-4968 | Job Eval. | Greg Fisher |
| 228-2757 | Education | Patsi McMurchy |
| 228-3292 | Dan Kravinchuk | Lee Bryant |
| 875-4142 | Chief Steward | Sandy Lundy |
| | Sarg-at-Arms | |
| | Sarg-at-Arms | |
| | Trustee | |

HEALTH & SAFETY COMMITTEE

| | | |
|----------|----------------------------|-----------------------|
| 228-2713 | Estelle Lebitschnig | Geol. Sciences |
| 228-6651 | Deborah Dobie | Conference Centre |
| 228-3336 | Pat Fornelli | Faculty of Science |

COMMUNICATIONS COMMITTEE

| | | |
|----------|-----------------------|----------------------------|
| 228-5021 | Dan Kravinchuk | International House |
| 228-2074 | Diana Ellis | Computing Centre |
| 228-4995 | Richard Melanson | Main Library |

224-8333
 228-4968
 228-7212
 228-5381

GRIEVANCE COMMITTEE

| | |
|-----------------------|-----------------|
| Shirley Irvine | Commerce |
| Greg Fisher | UBC Press |
| Loretta Clarke | Orthopaedics |
| Kitty Byrne | Curr. Library |

CONTRACT COMMITTEE

| | | |
|----------|---------------------|------------------------|
| 228-5370 | Fred Snyders | UBC Press |
| 228-3292 | Lee Bryant | Philosophy |
| 228-2882 | Alannah Anderson | Woodward Library |
| 228-3586 | Nan Love | Geophysics & Astronomy |
| 228-4968 | Greg Fisher | UBC Press |

JOB EVALUATION COMMITTEE

| | | |
|----------|---------------------|--------------------|
| 228-2948 | Susan Claybo | Finance |
| 228-4489 | Zlata Pound | Financial Services |
| 228-2435 | Rosemarie Page | Faculty of Law |

EDUCATION COMMITTEE

| | | |
|----------|-------------|------------------|
| 228-2074 | Diana Ellis | Computing Centre |
| 228-3266 | Gayle Mavor | Chemistry |

CUE REPRESENTATIVES

| | | |
|----------|-------------------------|---------------|
| 224-2308 | Business Agent | Rosanne Hood |
| 224-2308 | Admin. Secretary | Leslie Hodson |
| 525-9231 | CUPE National Rep. | Joe Denofreo |

VACANT POSITIONS

The following Executive positions are open for nominations:

- President**
- 2nd Vice-President**
- Recording Secretary**
- 2 Trustees**

Nominations can be made at the April 20th General Membership Meeting or in writing to the Union office.



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 | |

GENERAL MEMBERSHIP MEETING

20 APRIL, 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 16 MARCH, 1989**
- 4. BUSINESS ARISING FROM THE MINUTES**
 - a) **Nominations for:**
 - President**
 - 2nd Vice President (Chair, Contract Committee)**
 - Trustees (2 positions)**
 - Recording Secretary**
 - b) **Oath of Office**
- 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. OTHER BUSINESS**

