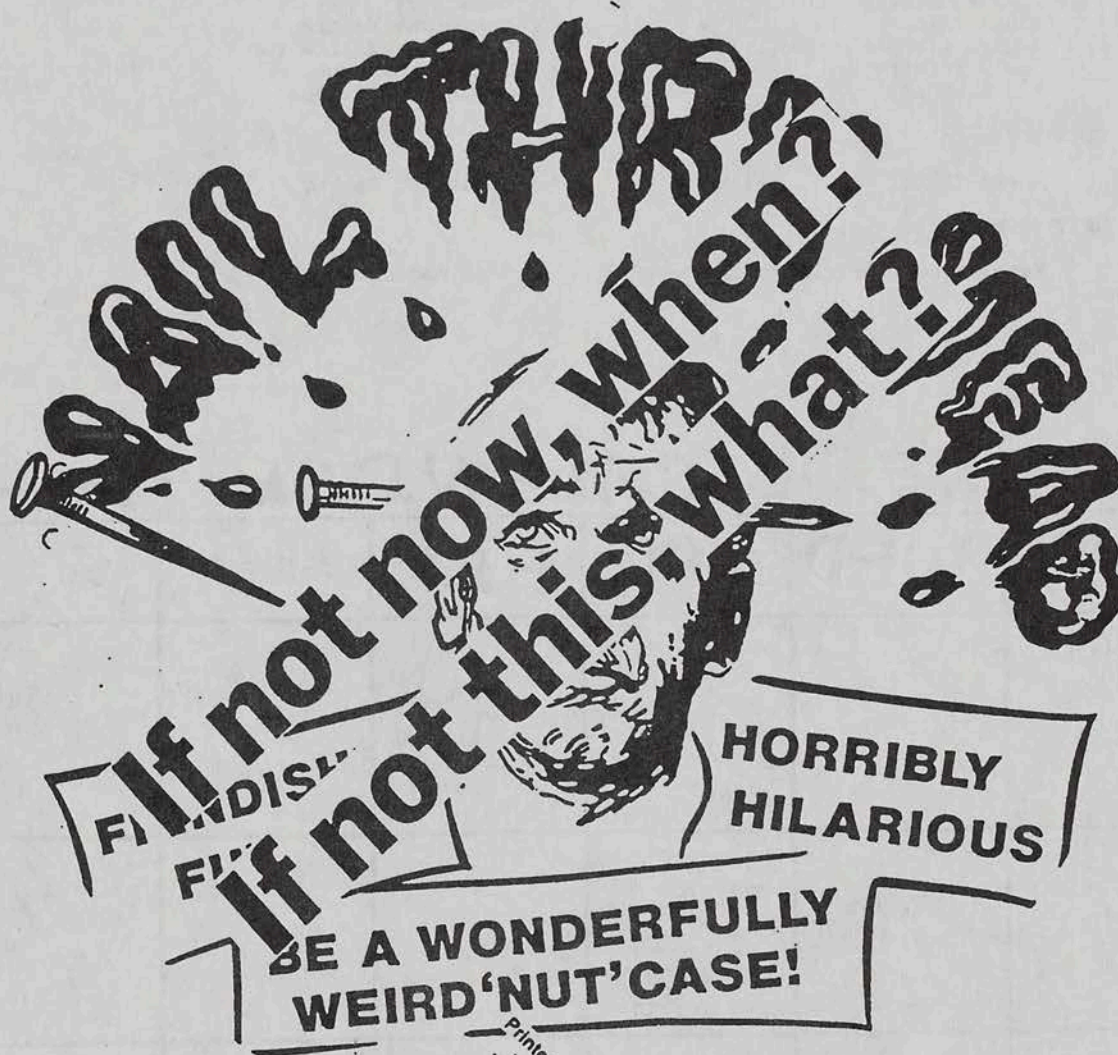




ON CUE



Printed in TAIWAN
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CHRISTMAS  1987

CUE REPRESENTATIVES

EXECUTIVE COMMITTEE

875-4500	President	Adrien Kiernan	Dean of Med. VGH
228-3146	2nd. Vice Pres.	Pamela Lundrigan	Geol. Science
228-2074	Treasurer	Diana Ellis	Computing Centre
224-2308	Record. Secretary	Eileen Robertson	Temp. Services
228-2713	Hlth. & Safety Rep	Estelle Lebitschnig	Geol. Sciences
228-2761	Chr. Commun. Com.	Elizabeth Zook	Cont. Med. Educ.
228-5380	Chief Steward	Susan Berry	Botany
228-3208	Trustee	Colin Banyard	Main Library Circ.

GRIEVANCE COMMITTEE

228-5380	Susan Berry	Acting Chair	Botany
228-3266	Sarah Eeckhout		Chemistry
224-8333	Shirley Irvine		Commerce
228-2570	Suzan Zagar		Woodward Library
228-3208	Colin Banyard		Main Library Circ.

COMMUNICATONS COMMITTEE

228-2761	Elizabeth Zook	Chair	Cont. Med. Educ.
228-5478	Ann Hutchison		LPC
228-5478	Avron Hoffman		LPC

CONTRACT COMMITTEE

228-3146	Pamela Lundrigan	Chair	Geol. Sciences
228-3208	Colin Banyard		Main Library Circ.
228-2752	Joanne Crocker		Chemistry
228-2074	Diana Ellis		Computing Centre
875-4500	Adrien Kiernan		Dean of Medicine VGH
228-3292	Lee Miltimore		Philosophy Dept.
228-2515	Flo Gibbons		Religious Studies

EDUCATION COMMITTEE

228-2074	Diana Ellis	Chair	Computing Centre
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HEALTH & SAFETY COMMITTEE

228-2713	Estelle Lebitschnig	Chair	Geol. Sciences
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GENERIC CALENDAR

	MON	TUES	WED	THU	FRI	SAT	SUN
FIRST		EXECUTIVE MEETING 5:00 - 7:00					
SECOND	CONTRACT COMMITTEE 5:00 - 7:00			GRIEVANCE COMMITTEE 5:00 - 7:00 LABOUR COM'TY 3:30 - 4:30			
THIRD		EXECUTIVE MEETING 5:00 - 7:00					
FOURTH	CONTRACT COMMITTEE 5:00 - 7:00		GRIEVANCE COMMITTEE 5:00 - 7:00	COMMUNICATION COMMITTEE 4:30 - 7:00			

THIS CALENDAR DENOTES REGULARLY SCHEDULED MEETINGS - NOT EXTRA MEETINGS WHICH MAY BE ADDED.
 WITHOUT CONFLICTING WITH REGULAR MEETINGS NOTED HERE.

PRESIDENT'S REPORT

REPORT FROM THE PRESIDENT ON THE UNION ACTIVITIES FOR 1987

I was delighted, as were the rest of the Executive, to see the turnout at the last Membership Meeting. The numbers in attendance having steadily increased so that at the last meeting, we had 159 members present.

I realize that there is a lot of interest in the contract negotiations, however, I am sure that all present were interested in all of the issues. It is certainly hoped that once the contract is settled, we will have ongoing participation at future General Membership Meetings as there are still some major issues to be dealt with, as well as the day-to-day ongoing business of the Union.

Over the past year, we have had many new faces come on board which was encouraging to see. We did lose some members of the Executive and felt regret. One face that is sorely missed is Suzan Zagar who has been active in the Union for more years than I can remember and made a valuable contribution. We are also losing Edmund Kam who has worked hard over the past year. I want to express appreciation to all of these people and to thank everyone who participated in the Union by sitting on committees, agreeing to be contact people, helping to get a newsletter out, or just by their vote on an issue at a Membership Meeting. There are many tasks ahead and we welcome your participation for as much time as you can contribute.

We have accomplished much over the past year and I will try and highlight those accomplishments for you.

1. POLICIES

Policies have been developed to ensure the smooth running of the Union Office and that the membership are kept apprised of all business undertaken at the Executive level through the Executive minutes which are circulated on a regular basis to all members.

A Policy Manual has been developed and will be maintained by the Trustees so that all approved policies are readily available for reference.

1. FINANCES

The membership have received monthly financial statements and, as is readily apparent, our finances are in good order thanks to our Secretary-Treasurer, Diana Ellis.

The Secretary-Treasurer will be circulating a proposed budget at the February meeting for your approval.

A new practice has been established with respect to budget projections. All of the standing committees will be asked to develop a budget which will allow them to achieve their specific goals. Their individual budgets will go to the Executive for discussion and approval and a final overall budget projection will be developed which will then come to a General Membership Meeting for debate and approval.

3. MAJOR ISSUES BROUGHT TO REFERENDUM BALLOT AND ADDITIONAL REPORTS CIRCULATED

- (a) Daycare Ballot - Defeated
- (b) CUPE Merger Referendum - Approved
- (c) Meeting and Secret Ballot Vote on Day Off Protest Against Bill 19 - Defeated
- (d) Hiring versus Electing - Approved
- (e) Bylaw Amendment Changes
- (f) Major Reports on Hanson Report and Office Restructure
- (g) Survey on VDT's, Newsletter and Executive Minutes

4. BUSINESS AGENT AND SECRETARIAL STAFF

A Hiring Committee was struck to hire both a Business Agent and a Secretary to staff the Union Office. The Business Agent, Rod Haynes, is at the halfway point in his probationary period which is a six month period and midway through he was evaluated by the Executive. It was generally felt that Rod is sincere, hardworking and conscientious. Some recommendations were made to assist in the smoother running of the Union Office.

Sally Bondy, the Secretary, has been with us since June 2, 1987 and it is universally felt from all comments received that she is doing an outstanding job and the Executive supports that sentiment.

5. MAINTENANCE OF SERVICE

We have maintained the level of services and all the standing committees have been very active. The Communications Committee are sending out a monthly newsletter. The Grievance Committee is meeting regularly. There is an active Health and Safety Committee and as you know, we are currently in contract negotiations and it would appear that we may be not too far apart at this point in time and will soon have a reasonable contract.

During the first part of the year, Joe Denofreo, the CUPE National Rep, worked in the Union Office as the Staff Rep. He did a fine job at no cost to the Union incidentally. This was a part of the services we get through payment of our per capita dues.

Subsequently, Alannah Anderson worked in the Union Office as a Staff Rep, for which we thank her. Finally, I came into the office until such time as Rod Haynes started. At all times, we had access to Joe's advice if we sought it and he and the whole CUPE organization were most helpful.

6. COMMITTEES

(a) PRESIDENT'S COMMITTEE

We have had ongoing participation in the President's Committee which has not been active in the last few months. However, through the summer months there were regularly scheduled meetings and I am not sure how fruitful these meetings were but again, it seemed to be a step in the right direction. For those people who are unaware of the existence of this committee, it consists of the Presidents of all CUPE campus unions with representation from Personnel Services and the Vice-President on behalf of the President.

(b) LABOUR COMMITTEE

There have been regular Labour Committee Meetings where general policy issues are discussed at Personnel Services. The members of the Grievance Committee participate in these meetings.

(c) STEWARDS' MEETINGS

Regularly scheduled Stewards' Meetings have occurred and we have a Chief Shop Steward, Susan Berry and our Business Agent, Rod Haynes, actively organizing in this area. We are going to resurrect the Division Structure and encourage Stewards and Divisional Reps from each of the Divisions to come on board. The Division Steward Rep would sit on the Grievance Committee and the Division Rep would sit on the Executive and be responsible for carrying all of the information back to his/her area for a better system of communications. We also need input into the decision making process from all areas of our workplace on and off campus (i.e. in the hospitals).

A Stewards' Seminar was held, and as a result, we now have more Stewards than we previously had and they have been properly trained.

(e) CONTRACT COMMITTEE

The Contract Committee has been working very hard and again, as I have previously stated, we are not that far apart at the negotiating table. However, we must make sure there are no inroads into our contract and that we make some gains which are long past due as well as dealing with the issue of raising our wages. (Sad are our wages! Enough said!)

(f) HEALTH AND SAFETY COMMITTEE

There has been a Health and Safety Newsletter and the University Health and Safety Committee, chaired by Estelle Lebitschnig, is actively looking for people willing to participate. There are some areas where there are Health and Safety Committees functioning at the present time and these committees are asked to liase with Estelle.

This is the first time that one of our members have been asked to chair this committee, so Estelle is to be commended on the job she is doing.

(g) GRIEVANCE COMMITTEE

The Grievance Committee is meeting regularly and have managed to plow through an astronomical amount of work over the past year (that is not to say that in previous years this did not happen) and the following are some statistics that are of interest to us all.

A Stewards' Manual was started by Alannah Anderson who was First Vice-President and Chair of the Grievance Committee at the beginning of the year. This is going to be maintained as it has proved to be very helpful. Also, a section in the Newsletter entitled "Know Your Contract" has been started.

A Substance Abuse Policy was settled as well as 32 grievances. There were 4 grievances taken to arbitration and settled prior to an arbitration hearing. There are 7 pending arbitrations, 9 Step III grievances still to be settled and 12 situations being monitored for possible grievances.

7. CONVENTION

Five delegates and the Business Agent attended the CUPE Convention in Quebec. All of those who attended felt that the experience was informative and worthwhile. We learned that all unions across the country are facing similar issues. We received some very good information on how these issues are being dealt with and some ideas for strategy which seem to be effective.

All delegates who attended are going to submit articles for the newsletter which will be devoted to a full convention report. Each of our delegates took some topics raised at the convention to write an article on which I think will be of benefit in keeping all members informed.

8. SUMMATION

This upcoming year some of the major undertakings will be to update our by-laws and circulate them to all members for their approval, ensure that good education programs are in place for all members, expand the Steward structure and get some reports out to you on the major issues facing working people here at UBC, in B.C. and nationally.

I would again like to express my appreciation to all who have helped in building our union and to encourage as many members as possible to become involved. We are all members and thus every decision impacts on us all, so we should all have participation in the decision making process. Thank you for your support and assistance.

Adrien Kiernan
President

KNOW YOUR CONTRACT

"USE 'EM OR LOSE 'EM"

Rod Haynes

This is the attitude which Personnel Services takes about vacation days which have not been taken and which are in excess of the number of vacation days which can be banked and carried over from one year to the next. Article 27 of the Collective Agreement covers vacations, please take the time to read it. Just in case you don't have yours handy, here's what it says about "Accumulation or Carry-Over of Vacation":

27.05 Accumulation or Carry-Over of Vacations

- (a) Employees with less than three (3) weeks (105 hours) vacation entitlement shall be entitled to carry over one (1) week (35 hours) of vacation entitlement to take the following year. However, arrangements may be made to carry over up to a maximum of two (2) weeks (70 hours), vacation entitlement by mutual consent between the department and the employee concerned.
- (2) Employees with three (3) weeks (105 hours) vacation entitlement or more shall be entitled to bank up to a maximum of two (2) weeks (70 hours) vacation to be taken in the following year.

Not only will you lose the days but Personnel Services does not accept that they should be paid for. If you have vacation days owing to you above what you can carry over, we advise you to take them before 1987, or as in the above words "Use 'em or lose 'em"!



LUNCH TIME MEETINGS

By Susan Berry

The Grievance Committee has learned that in some Departments our members have been asked to attend staff meetings during their lunch time. The Grievance Committee's position is that this is overtime and as such is covered under Article 29 of the Collective Agreement. As such you are entitled to overtime pay or time off in lieu of overtime. Furthermore, the union's position is that adequate notice of such meetings must be given so that members have time to prepare lunches for these situations.

SUMMARY OF PROCEEDINGS OF SEPTEMBER 1987
B.C. FEDERATION OF LABOUR - BILL 19
WORKING CONFERENCE

"BUILDING ON OUR ROOTS"

On September 19, 20 & 21, over 500 union activists met for a very full three days to deepen their understanding of the reasons for the Federation's boycott on the Industrial Relations Council and to share and further develop strategies for carrying on the work of the union movement without recourse to the IRC.

Obviously, a Conference like this cannot easily be summarized in a few pages. However, this document will highlight the general scenes that emerged over and over again. We have also included summaries of a few of the over 35 workshops to give an additional understanding of the flavor of the Conference.

Participants had the chance to listen to speakers as varied as Dolores Huerta from the United Farmworkers' of America who have so successfully used the grape boycott strategy, and Clayola Brown from the Almagamated Clothing and Textile Workers' Union which successfully pressured J.P. Stevens to agree to a first contract with its members after adopting a consumer boycott strategy, to Ray Haynes, a past Secretary-Treasurer of the B.C. Federation of Labour, who held office during the 1970 boycott of the mediation commission. Out of the Conference emerged an increased sense of purpose and unity and a commitment to win what is rightfully ours. For that reason alone, it was a success.

General Themes:

1. The boycott of the Industrial Relations Council is one tool in a general strategy to defeat this Bill and, eventually, this government. It is our tool; we designed it and we can change it if it suits our purpose to do so. Flexibility is the key to success. The boycott is working - there is nothing of significance at the Industrial Relations Council and a huge expensive bureaucracy is being maintained to no avail. Employers are losing production that they would otherwise have had because of the slow resolution of disputes. Major employers have no confidence in the Industrial Relations Council because of our boycott and are seeking alternative methods for resolving disputes. It is important that we continue with the boycott strategy and it is also important that we defeat the government's agenda of weakening the union movement by aggressively organizing in

The education needs to be particularly focussed on the connections between the various legislative attacks that working people have suffered from all levels of government. Bill 19, free trade, privatization, deregulation, the abolition of fair wage policies as legislative tools are connected with the attack on social services and the corporate agenda of contracting out which every union is facing at the bargaining table. They are all part of a common big business orientated agenda to weaken unions and strengthen companies at the expense of working people. Those connections are becoming clear but more work needs to be done.

We need to be conscious of our need to use modern and effective methods of communication but at the same time, we need to understand the importance of solid one-on-one, worker to worker communication.

8. We need to communicate outside the labour movement. Our support base amongst community groups needs to be re-established and we need to work from overspread issues of concern. The unemployed can be an important resource and a base for organizing and education efforts. Working together, we can be a joint lobby and voice and double our effectiveness.

Through increased public awareness, we will be able to talk with those amongst our membership who are uncommitted to our goals or less than enthusiastic in their support and also to the community generally. We need to demonstrate that the right-wing agenda hurts everyone: seniors, children, the sick, the unorganized workers, the unemployed and as well as organized workers.

9. Most participants emphasize the need for repeated and strong statements of support and strategic assistance from the B.C. Federation of Labour for any local union, large or small, who may get involved in a problem as a result of the boycott of the IRC.
10. We need to increase participation in a political process. In the long run, it is only through the combination of collective bargaining and changing the governing parties that working people will achieve what is rightful theirs - a legitimate place in society.

We must determine the demographics of the group, (who they are as we must know who we are talking to. And we must know what questions they have so that we can give answers to the questions they have in mind.

How do we know whether a goal is achievable? How do we identify target audiences? How do we know what questions are on people's minds, or how they feel about various issues on the job? You can find out by opinion polling.

Polling

- Must be unbiased.
- Need names and phone numbers.
- Need a tight, script.
- AFL/CIO has developed an outline (or indicators) for in-house polling.

IN HOUSE POLLING
A Handbook for Union Organizers on How to Conduct and Use Polls.

Industrial Union Department AFL-CIO
815 Sixteenth Street N.W.
Washington, D.C. 20006

- Polls can be designed to get demographics of unit, bias toward union, how they feel about their job, their company, length of service, etc.
- Lead in with "warm" questions.
- Do not ask questions that you have in mind/test by asking the reverse question.
- Do not argue, stay to script.
- Phoning done in one night, central location.
- Supervise the phoners.
- Do not campaign while doing the phoning.
- Polling should be completed in 5 minutes (15 questions).
- CLC Phone Bank Manual good resource pamphlet on how to operate your phone operation.
- Polling used as campaigning can blow it all. Done improperly, it can be destructive.
- Best hours for polling 5 - 8 p.m.

Organizers should analyze the results and then identify your target audience and develop and aim the message.



2. THE LAW & ORGANIZING WORKSHOP

The ball is in the trade unionist court. We have to play by our own rules and define them according to the need in each context.

For example, we should consider defining the bargaining unit according to our needs and not what the Council would certify especially if we are going for voluntary recognition.

Voluntary recognition is preferable because the IRC is bad news and we can't really expect good unfair labour practice protection. However, the root of certification is certainly there and many unions will choose to opt for it.

The LRB was helpful with unfair labour practices only in protection against dismissal. Therefore, we must be very careful not to need the IRC except in dismissal. We can avoid the IRC by protecting employees jobs, i.e. using organizers who are not employees.

We should look at bargaining strategies that will take care of this problem - for example making collective agreements retroactive to certification date and bargaining reinstatement.

The question of whether a dismissed employee can vote is still open -therefore we have to careful not to go for a vote with too borderline a count.

If you have a borderline person like that, then send the person to vote and try to persuade the returning officer to let the vote be counted.

Use union votes instead of IRC votes. They increase the pressure on the employer and build morale within the bargaining unit. Make sure the procedure is fair though. The use of highly publicized vote may help to mitigate against damage claims.

There are ways we can persuade an employer to go for voluntary recognition by identifying mutual benefits - i.e. restructuring the unit, tell the employer you are prepared to go for certification for the whole unit but offer voluntary recognition for a smaller or different unit. One example where this could really help unions is with dependent contractors. The legislation says that dependent contractors can only be adjacent to existing units but if you could persuade an employer to grant voluntary recognition, that would not be necessary.

The downsides to voluntary recognition agreements are yellow dog contracts and rival units.

We need a massive campaign to explain the boycott to our members.

We need a long-term campaign because winning depends on winning the inevitable confrontation and we have to get ready for that by preparing our members.

There are some things we can do in our collective agreements - redefine the scope clauses, file grievances in arbitrations to get Section 53 matters heard by arbitrators - redefine our scope clauses, etc.

At the bargaining table, we should redefine our bargaining strategy altogether to include users and to bargain service levels.



CHRISTMAS HOURS

FOR THE UNION OFFICE

December 23, 1987 closing at 4:30 p.m.

December 28, 1987 - opening 8:30 a.m.

December 31, 1987 - closing at 3:00 p.m.

JANUARY 4, 1988 - opening at 8:30 a.m.

The Executive wishes to extend Best Wishes for a Merry Christmas and a Happy and prosperous New Year to you all.

Adrien Kiernan

PRIVATIZATION CONFERENCE

The Vancouver and District Labour Council with other trade unions and community groups is sponsoring a half-day conference on privatization. This will take place on December 12th and CUE will have members attending this conference. There will be a report on this conference in the next issue.

BCGEU PRESIDENT KICKS OFF ANTI-PRIVATIZATION TOUR

BCGEU President John Shields today kicks off a province-wide tour in Victoria to mount opposition to Premier Vander Zalm's plans to destroy the province's public service.

Throughout the two week tour which includes visits to eight communities Shields will meet with local business people, community groups and union members and their families to tell them how privatization will mean poorer quality services, lower wages and threats to the health and safety of all British Columbians.

"Our Union believes that privatization is not good for British Columbians," Shields said.

"We are firmly opposed to the wholesale selling off of important services, many of which are critical for public health and safety, and we believe the public will not support these extreme measures.

"If the Premier really believes that government should represent all of the people of British Columbia he would not be selling off the delivery of vital services, to private companies whose bottom line is to make a profit.

"I do not believe that the people of this province want such areas as transportation safety, milk testing, food testing, the care of the mentally ill and mentally handicapped and environmental protection turned over to profit making companies.

"Some things are more important than profit, like the health and safety of British Columbians and their families.

"Privatization will inevitably lead to lower wages which will hurt small businesses in every community in the province.

"I will be urging every British Columbian to tell Premier Vander Zalm he should get on with the job of creating economic stability, not creating more confrontation and chaos. He should listen to what people are telling him instead of stubbornly insisting that he knows what is best for everyone," Shields said.

The two week tour of the province which goes from November 23 to November 27 and December 7 to December 10 includes Victoria, Nanaimo, Langley, Vancouver, Kelowna, Kamloops, Cranbrook and Prince George.

FOR SALE

Nice province, ocean view.
Contact B. Vander Zalm
Fantasy Gardens Realty
Tel: 1-387-1715

VOLUNTEERS**VOLUNTEERS**VOLUNTEERS**VOLUNTEERS**VOLUNTEERS**VOLUNTEERS

DID YOU KNOW WE HAVE A HEALTH AND SAFETY COMMITTEE? ITS IN OUR CONTRACT UNDER ARTICLE 24.08

24.08: Health and Safety Committee

(a) The Union shall have two (2) representatives on the University Health and Safety Committee. The Union shall have representatives on departmental safety committees wherever members are working.

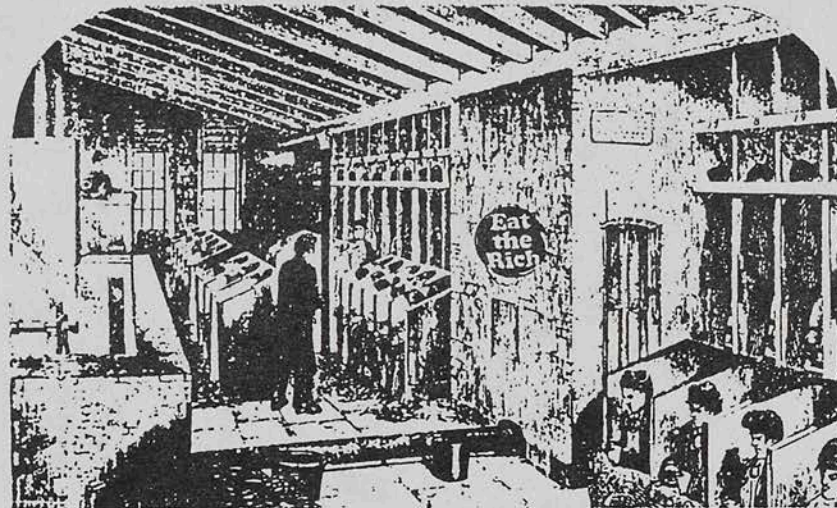
IF YOUR INTERESTED IN THIS COMMITTEE GET INVOLVED. GIVE THE UNION OFFICE A CALL AND WE'LL SEE YOU AT THE NEXT MEETING.

Health and Safety Chairperson: Estelle Lebetischnig

1987 UNITED WAY CAMPAIGN

On behalf of the Advisory Committee I would like to thank all CUE members who contributed to the United Way. Thanks to the UBC staff (support staff, service workers, faculty and administrative & professional staff) working together, we have made this years campaign a success. Your donation is greatly appreciated.

Diana Ellis



ARE YOU ENGLISH/FRENCH BILINGUAL?

The CUE Office has received a copy of the Quebec University's Union contract, and Job Evaluation Manual, both written in the French language. We are looking for volunteers to translate these booklets into English to facilitate their use by our Contract and Job Evaluation Committees.

Peggy Oyama, a CUE member, & French Major working in the Biology Programme Office has kindly taken on part of the task. However, the more volunteers there are, the faster we will all have access to this valuable information. Please call the Union Office if you are able to take on even 10 pages of this project for us.

STRESS?!?!?!?! STRESS?!?!?!?! I DON'T HAVE TIME FOR STRESS!!!!

December '87 has turned out to be too busy and stressful to garner the necessary turnout for the 2 day CUPE seminar;

STRESS IN THE WORKPLACE

January 30 and 31, 1988 is the next target date that we hope to offer this valuable seminar. The seminar will be offered free to any of our CUE members who feel they would benefit from it. Please contact the CUE Union Office to register. Details of location (usually on campus), date and times will be announced early January.

(-8-)

