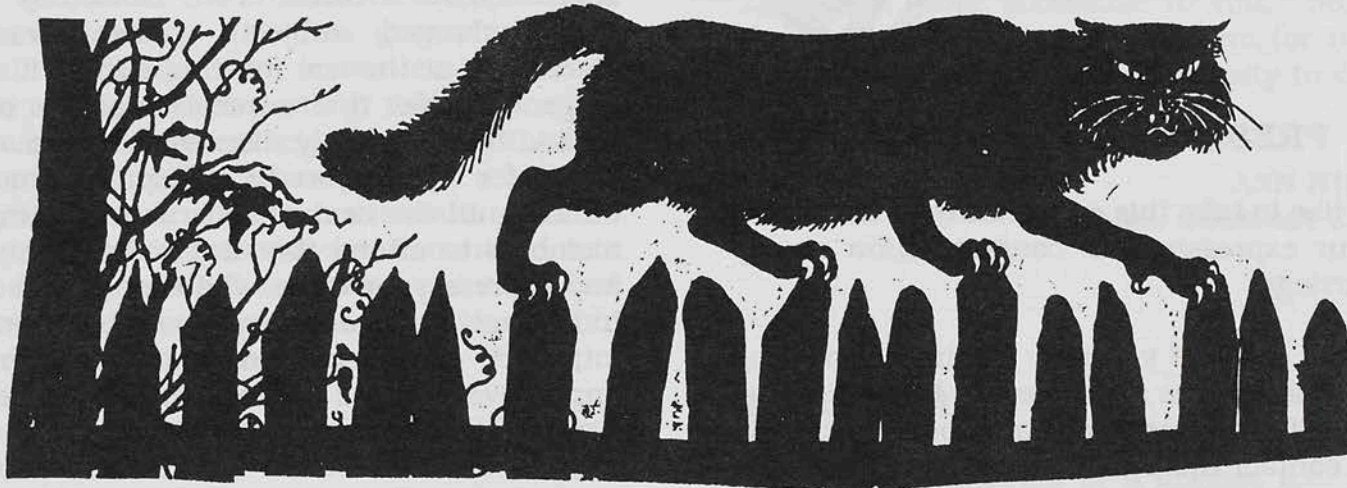




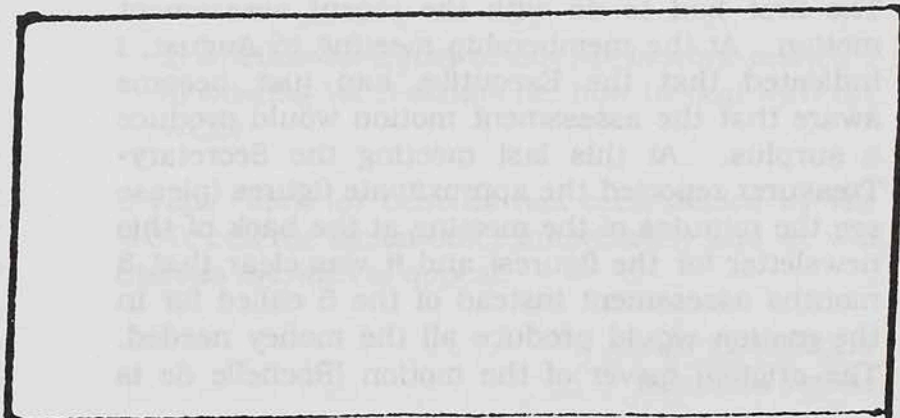
ON CUE



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OCTOBER 1989



COMMUNICATION COMMITTEE REPORT

The Communication Committee would like to remind members that all letters to the editor must be typed and include the members name and department. Members names will be withheld by request. The committee encourages members to make submissions to the newsletter and will publish all letters to the editor, space permitting. The deadline for the next newsletter is October 27th.

This "catty" issue will be followed next month by an "owlsh" one, which promises to be a real hoot.

The Communication Committee



PRESIDENT'S REPORT

Firstly I'd like to take this opportunity to thank you all for your expressions of congratulation on my recent marriage.

I realize that some of you may be tired of hearing this but the subject is so important I've got to say it again. If you feel you are being sexually harassed, contact the Business Agent at the Union office. Even though President Strangway's recent pamphlet looked very nice your best protection is available through the improved language in our Collective Agreement.

Speaking of our Contract - don't forget that the new Vision Care package comes into effect on October 1st.

"\$150 every two (2) years effective October 1st, 1989 to be included in the Extended Health Plan."

This applies to both contacts and glasses so I urge those who need eyewear to take advantage of this improvement to our benefits.

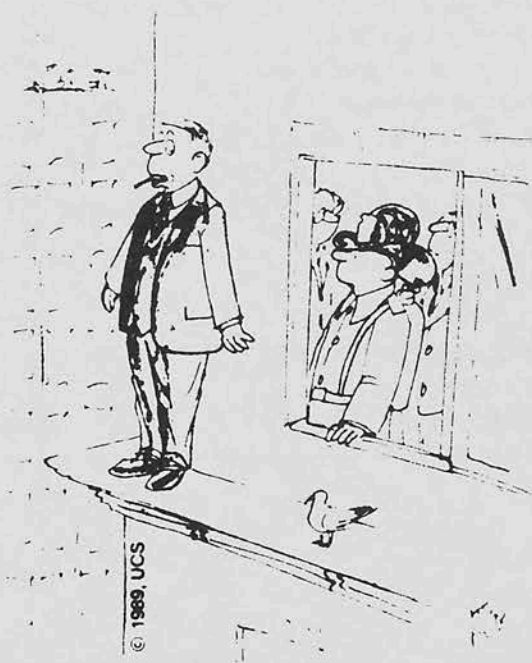
There were two items of great interest to all that were addressed at the last membership meeting. The first had to do with the recent assessment motion. At the membership meeting in August, I indicated that the Executive had just become aware that the assessment motion would produce a surplus. At this last meeting the Secretary-Treasurer reported the approximate figures (please see the minutes of the meeting at the back of this newsletter for the figures) and it was clear that 3 months assessment instead of the 5 called for in the motion would produce all the money needed. The original mover of the motion (Rochelle de la

Giroday) stated her feeling that having heard these figures, she felt the intent of her motion would be satisfied by the time 3 months of the assessment was collected. She then requested a ruling from the Chair. As it was never anyone's intention to collect a surplus, I, as Chair, ruled to set aside the collection of the last 2 months of the assessment and to consider the motion's intent to have been fulfilled by the collection of 3 months only. I am now happy to say that we have finally put this unfortunate episode behind us. I thank everyone for their patience and understanding through this tough time for our Local.

The second matter was a motion introduced calling for our Local to endorse a Pro-Choice Rally that is scheduled for October 14. Obviously this is a highly charged subject. There was limited discussion at the last meeting and as it seemed to be generally felt that a question of this magnitude should be thoroughly discussed before any action called for by motion be taken, the motion was tabled until the next membership meeting. I urge members to attend the next membership meeting and express your views whatever side they fall on. Individual members may possibly continue to introduce such motions and therefore it is imperative that the entire membership be involved in the possible eventual decisions to be made.

See you at the next meeting!

Greg Fisher
President



"I'm not going to jump! I'm just taking a cigarette break!"

GRIEVANCE COMMITTEE REPORT

The issue of bargaining unit work is an important one for this Union. Bargaining unit work is performed by Union members and covered by the Union's certification. It consists of the job duties in our job descriptions.

We are losing our work to librarians in the libraries and to administrative assistants and other non-union personnel in the offices. Why is this loss significant? Union members who have looked at the job postings have no doubt lately noticed that the green section in the back consisting of non-union position postings has been growing thicker while the section in the front involving positions within our bargaining unit has grown relatively smaller. In particular, the senior-level positions within our Union are becoming rare and some categories are virtually extinct. When was the last time you saw a job posting for a program assistant, editorial assistant or a library assistant 4 or 5? The experience of the Grievance Committee has been that the University has phased out more and more of these positions by transferring the work to persons outside our bargaining unit.

The University's actions have major ramifications for all of us in the Union. It means that our jobs are "dead-ended". There is virtually no place to move within our bargaining unit other than to laterally transfer within the same paygrade because more and more of our positions are situated at the lower end of the pay scale. Furthermore, because the more interesting, less repetitive tasks within our positions are usually the ones that are transferred outside the bargaining unit, our jobs are further dead-ended.

Therefore, as a result of the University's actions, we as employees face limited opportunities for promotion and job satisfaction. The Union as a whole also faces a serious erosion because tasks which have always been within the bargaining unit (performed by our members) are now being moved outside by the University. In the Union's view this constitutes unauthorized variance of the certification. Several grievances have been filed on this issue and will probably end in arbitration because of the significance they have for all our members.

I am pleased to announce that there are two new members on the Grievance Committee -- Rochelle de la Giroday, and Margo Frigon. Both are active shop stewards. I expect that they will prove an asset to the Committee.

SHIRLEY IRVINE
Chair, Grievance Committee

CONTRACT COMMITTEE REPORT

When we reported that you should have your new contract in October, we were being optimistic. You probably won't see it, at this rate, until November. (In the meantime, you'll need the combination of our 1987-98 agreement and the 'Memorandum of Agreement' which we voted on in late May.)

Our proof reading revealed a few errors, but the delay arises from what we found when we compared the University's index with the one that we had proposed. While they have incorporated much of ours, a number of index terms have been omitted which would, we believe, make the agreement more accessible to you. So, although the index was not an official item for negotiation, we want to meet with the University to discuss the inclusion of these terms.

ANN HUTCHISON
Chair, Contract Committee

REMINDER...

If you have an injury or a disease (i.e. tendonitis) arising out of your employment, you are entitled to benefits from The Workers Compensation Board (WCB). You are not supposed to use up your sick leave.

If you have such an injury or disease report it to your supervisor as a work-related injury or disease and she/he must, by law, file a report with the WCB. The WCB will then send you an application to be filled out. At the time of injury or disease you should also see your doctor who will send the WCB a physician's first report. These steps should be taken even if you don't now have any time loss from work. Frequently minor work related pain or injury results in future time loss and must be documented now.

Call the Union office at 224-2308 if you want advice on:

- a) whether an injury or disease is work-related
- b) existing WCB claims (ie. how to deal with the WCB)

If your claim for benefits has been denied by the WCB, call the Union office immediately and we will discuss avenues of appeal.

PAUL TETRAULT
Business Agent

To the Library Assistants who feel their work and their professional attitude is going unnoticed - this article may be of interest to you.

It is nice to know we are appreciated and that some individuals recognize our contribution to the management of library systems.

THE OTHER "LIBRARIANS"

What I do is not "professional"? I dare them to tell me that to my face! That angry, almost ominous assertion came from one young leader at the third annual conference of New Jersey Library Assistants Association. We went to speak at the conference, expecting to see, maybe, 50 people. It took all the chairs they could find to seat the more than 500 who filled the huge hall.

Their enthusiasm and militancy were impressive. They are reaching out across the nation, and regional conferences are planned.

Their sense of professionalism and their belief in the importance of libraries and library work were the equal of any gathering of librarians we've attended. Their cause is right and good, and our neglect of their needs and careers, inadvertent or not, is simply unjust! We owe them not sympathy nor a condescending helping hand. They need our commitment to the idea that library work is both an exalted calling and a rewarding career.

What do they do? They catalog books. They conduct story hours for preschoolers. They do on-line and print searches. They answer questions and recommend books to patrons. They select and acquire books and videocassettes. They run AV departments. They supervise and manage staff. They budget and administer funds.

Their situation made us think about that specious line we draw between the "professionals" and the others on a library staff. The work of the assistants shows clearly why we must pay them better, certify their "professionalism," and recognize their contribution to the library and the people it serves.

They are, after all, closer to those people than we are in most libraries. For library users, one of them is usually seen as the librarian. Indeed, in perception, and often in reality, they are all librarians. They are the other librarians.

They are now doing what every other group in our society and our field has had to do to meet its own needs—they are organizing. They want more training. They want better pay. They want to be able to pursue meaningful, rewarding careers in

libraries. They believe (we agree) that there should be career ladders that reach just as high without going through a graduate school.

They are frustrated because many of them must take time off and lose pay to attend the conferences they have been forced to create on their own because there are so few other opportunities for their professional development.

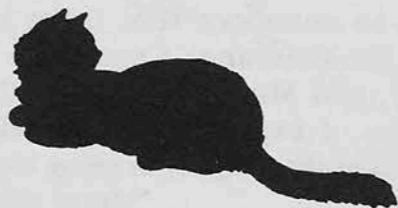
For many of them library school is out of the question because the cost in time and money is simply too high or because it is far away and inaccessible. In the case of the New Jersey library assistants, their state university's library school is barred to them because enrollment is now closed due to the overcrowding and a budget cut. Some of them cannot meet graduate school admission requirements. Others see no reason to go that route anyway, since they are already involved in specialized, highly skilled, professional duties on the job.

Many of them will, of course, eventually go to library school, for, as many studies show, it is the most fruitful source of new students, despite our inept recruiting efforts.

There ought to be recognition, even professional recognition, for those who want to get to the top via another route. After all, the great librarians, the leaders of our field who brought all the great innovation before 1950, became librarians on the job, training in highly practical programs in libraries. That history shows us that there is no harm in other routes to leadership in our field outside the tangled jungles that were then the groves of academe.

Here is a large group of talented, experienced people who want to work in libraries. We are already exploiting their readiness to help us fill the vacant jobs in this time of a shortage of library school graduates. We must do no less than welcome them to the fold and meet their needs for career growth and meaningful recognition.

JOHN N. BERRY, LIBRARY JOURNAL, JULY 1989



1989 UNITED WAY CAMPAIGN

What is the United Way?

The United Way is an "umbrella" organization that represents 88 member and 30 affiliated agencies in the lower mainland. Their mission statement is "To promote the organized capacity of people to care for one another." They accomplish this by raising funds to meet vital community needs, by promoting the development of needed community services and ensuring that your contributions are spent as efficiently and effectively as possible.

Where does my donation go?

More than **98 cents of every dollar you donate is given to agencies for direct services in the community.** Because the United Way has a large endowment fund, they are able to use this fund to help offset campaign costs leaving 98% of your donation to go directly to those in need. Your donation goes to Community and Neighborhood services, services to individuals and families, health and rehabilitation programs, the Red Cross, planning, information and crisis services. **One in three people in the lower mainland is helped by the United Way.**

What if I don't want to give to all of the United Way agencies?

The Lower Mainland's unique donor option program allows you to direct your donations to charitable organizations both within and outside of the United Way.

Through this one-stop giving service your donation to the United Way can be distributed to all United Way agencies or designated to specific United Way agencies or to any registered non-profit agency. You can also specify agencies that you do **not** want to send your donation to. Instead your donation will be divided among the remaining agencies.

Shouldn't the government be providing these services?

Many people feel that the government should provide funding for community services. The government **should** but the reality is that they **don't**. The United Way provides funds to much needed community services and organizations. If we depended on this government for community services they wouldn't exist. Our current government is moving away from providing social services. Until we elect a government more sympathetic to community needs, we still need agencies like the United Way. Without the assistance of the United Way, many of the

organizations they help fund wouldn't be able to continue providing help to those in need.

What does the United Way do for me?

Check and see. Chances are you, or family or friends have already received the help of a United Way-funded service.

Have you or your family ever:

- received or given blood
- needed guidance and moral support in coping with the loss of a loved one
- suffered a personal crisis requiring professional guidance
- needed temporary use of a wheelchair, crutches or other medical equipment
- needed assistance or information on dealing with a physical disability
- needed childcare facilities
- needed crisis intervention and counselling related to sexual or physical abuse
- needed help with mental illness
- needed guidance on where and how to find employment
- needed treatment for arthritis
- needed specialized hospital care for children
- needed help in parenting
- have children involved in youth activities
- need help to cope with loss of sight or hearing

What does the United Way do for you? Check the list of United Way agencies and see which ones you or your family have been helped by.

Why should I give to the United Way?

More than 98 cents out of every dollar raised is given to agencies for direct service in the community.

One in three people in the lower mainland is helped through the United Way Services in the community.

The donor option program allows you to direct your donations to charitable organizations both within and outside of the United Way.

Please, when you receive your pledge card take the time to fill it out. **Your donation can make a difference.**

Diana Ellis
CUE United Way
Advisory Committee Representative

United Way
OF THE LOWER MAINLAND



1990/1991 EXECUTIVE POSITIONS

Nominations will open at the October General Membership Meeting for the following executive positions.

President
 1st Vice-President
 2nd Vice-President
 Secretary-Treasurer
 Recording Secretary
 Sergeant-at-Arms (2 positions)
 Trustee
 Trustee (one year term)

The term for these positions will be two years commencing January 1, 1990 and terminating December 31, 1991 with the exception of one of the trustee positions. Nominations can be made at the October and November Membership Meetings or submitted in writing to the Union Office.

TUITION WAIVER HASSLES!

Paid for a non-credit, non Centre for Continuing Education course lately?

YOU'VE BEEN HAD!

Your tuition benefit should have applied. We are fighting this at the arbitration level. Please send to the Union office a photocopy of your receipt with your name, department, work phone number and home address. You may be reimbursed.

WATCH FUTURE NEWSLETTERS FOR THE OUTCOME OF THE ARBITRATION.



MCGREGOR'S TWO FACTOR THEORY - REVISED*

THEORY X

- PEOPLE ARE INFINITELY ADAPTABLE; WE CAN MOVE THEM AT WILL
- GROUPS IN THE WORK PLACE ARE A NECESSARY EVIL; THEY SHOULD BE BROKEN UP FREQUENTLY
- JOB SECURITY MAKES PEOPLE COMPLACENT
- MONEY ALWAYS WAS AND STILL IS THE BEST MOTIVATOR
- MANAGEMENT'S JOB IS TO PLAN; EMPLOYEES ARE THERE TO GET IT DONE
- PEOPLE WORK BEST WHEN HELD INDIVIDUALLY ACCOUNTABLE
- PAST ACCOMPLISHMENTS DON'T COUNT; TODAY IS WHAT MATTERS MOST.
- THE BOTTOM LINE IS PARAMOUNT
- NINETY PERCENT OF OUR MERIT INCREASE MONEY SHOULD GO TO OUR TOP 10% PERFORMERS
- THE BEST IDEAS COME FROM HIGHER UPS
- GROUP DECISION MAKING PRODUCES MEDIOCRITY
- THE TRAINING BUDGET IS TOO BIG
- THE WOMAN'S PLACE IS IN THE HOME
- STRESS REDUCTION IS STRICTLY "MIND OVER MATTER"
- YOU CAN'T TEACH AN OLD DOG NEW TRICKS
- EMPLOYEES, EVEN GOOD ONES, SHOULDN'T BE PROMOTED RAPIDLY
- COMMUNICATIONS SHOULD BE DRIVEN BY A "NEED TO WIN" POLICY
- IF THEY (EMPLOYEES) DON'T LIKE IT HERE, THEY SHOULD LEAVE

THEORY Y

- SUPERVISION IS AN OBSOLETE CONCEPT
- COORDINATED TEAMWORK IS VALUABLE TO THE ORGANIZATION
- STRATEGIC PLANNING IS AN IMPERFECT PROCESS
- QUALITY, PRODUCTIVITY, CUSTOMER SERVICE AND EMPLOYEE SATISFACTION FEED ON EACH OTHER
- CORPORATIONS HAVE COMMUNITY RESPONSIBILITIES BEYOND THE BOTTOM LINE
- PEOPLE WHO FEEL SECURE IN THEIR EMPLOYMENT ARE MORE LIKELY TO INNOVATE AND TAKE RISKS
- GETTING CLOSE TO YOUR CUSTOMERS IS A GOOD IDEA
- GROUP DECISION MAKING PRODUCES COMMITMENT
- THE TRAINING BUDGET SHOULD BE TRIPLED
- EMPLOYEES SHOULD BE ENCOURAGED TO LEARN FROM THEIR MISTAKES
- EMPLOYEES AT ALL LEVELS HAVE A LOT OF GOOD IDEAS
- AGE IS NO BARRIER TO LEARNING
- FULL AND OPEN COMMUNICATION IS THE BEST POLICY
- WOMEN CAN MAKE IMPORTANT CONTRIBUTIONS TO SIGNIFICANT BUSINESS ACCOMPLISHMENTS
- DECISIONS SHOULD BE MADE BY THOSE CLOSEST TO THE PROBLEM
- REWARDS SHOULD BE SPREAD AROUND

*From Rosen, Ned, TEAMWORK AND THE BOTTOM LINE: GROUPS MAKE A DIFFERENCE, 1989

WHAT CAN MY LOCAL UNION DO ABOUT RACISM?

1. Include human rights and anti-racism education at regular union meetings. (e.g. invite speakers, show films, etc.)
2. Take a clear position against all forms of discrimination and communicate this to all members.
3. Bargain for an anti-racial harassment clause in your collective agreement, and for employer-paid literacy and language training for those who have English or French as a second language.
4. Bargain an Employment Equity/Affirmative Action plan for racial minorities and native people (most plans also include women and persons with disabilities), and consult with community and ethnic organizations for public support.
5. Provide basic information to workers on union and human rights.
6. Consider offering services, through the union, of particular help to minority-group workers (for example, translation and legal assistance).
7. Consider translating notices which publicize union meetings and events.
8. Ensure that job postings are translated into other languages when appropriate.
9. Continue to challenge legislation which threatens the human rights of all workers and, in particular, minority-group-workers (for example, farm and domestic workers).
10. Continue to support other struggles for human rights and link these issues where possible to similar struggles in our workplaces and communities.
11. Encourage minority-group workers to participate in all the union's activities.

IF YOU WON'T HELP THE UNION RUN,



DON'T COMPLAIN ABOUT THOSE WHO DO.

CUPE National Convention Update

We have received the proposed policy statements, resolutions and constitutional amendments that will be discussed and decided at the October convention.

There are four policy statements:

- Waste Management and the Environment
- The Tory Economic Agenda: Building the Resistance
- Pensions: Servicing Our Members Futures
- CUPE: Into the 1990's

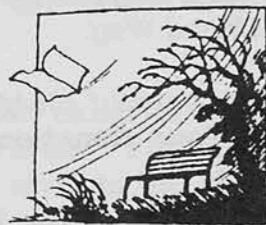
There are 156 proposed resolutions covering subjects such as affirmative action & pay equity, child care, contracting out, CUPE National Defense Fund, CUPE structure, economic issues and free trade, health & safety, pensions, public education, racism, native rights and human rights, sexual harassment, union education, and world peace.

There are 43 proposed constitutional amendments including a raise in the per capita tax, the creation of national Executive trustee positions and the addition of a new regional Vice-President position.

CUPE 89 SCFP

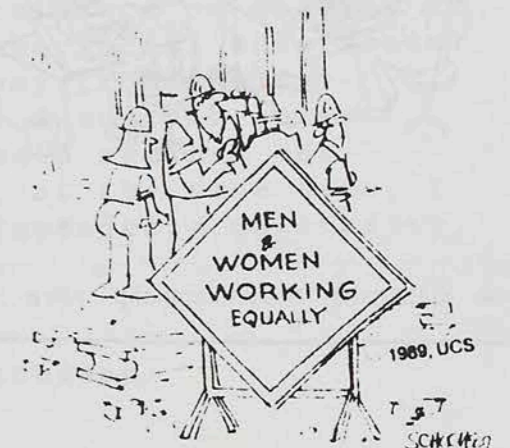


It should prove to be an interesting convention.



REMINDER

There is a General Membership Meeting on October 26th, see back cover of this newsletter for details.



BATTERED WOMEN'S SUPPORT SERVICES

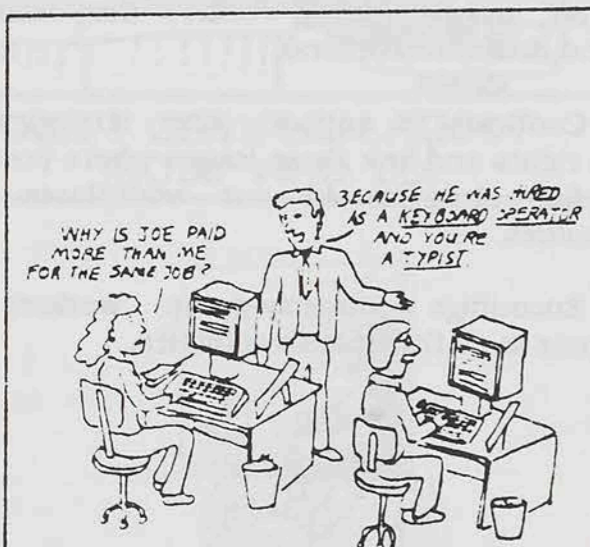
Battered Women's Support Services was founded in 1979 to promote services to battered women and to provide educational resources on the issue. This work currently includes:

- * Providing information, referral and support to battered women and those who work with and for them
- * helping battered women understand the justice system
- * sponsoring support groups for battered in the Lower Mainland
- * providing educational programmes and materials on battering for women's groups, professionals and the general public across British Columbia

HOURS: 9:30 - 5:00 pm. Monday - Friday. phone: 734-1574

BIG SISTERS

A challenging and rewarding experience awaits you as a volunteer Big Sister. If you are prepared to make a commitment of 5 hours a week for 1 year, and are age 20 or over, Big Sisters of B.C. Lower Mainland would like to hear from you at 873-4525. Make a difference ... be a friend.



PRO-CHOICE

NATIONAL DAY
OF ACTION

SATURDAY, OCTOBER 14, 1989



Show the Federal Government You Will Not Lose Your Right to Choose

The Federal Government says it will bring in a new abortion law. Parliament reconvenes in September. The Women of Canada will not accept a new law.

WE DEMAND FULL GOVERNMENT FUNDING FOR OUR CLINICS.

- ASSEMBLY: 11:00 am - Queen Elizabeth Theatre Plaza
- MARCH: Georgia Street - Howe Street - Beach Avenue
- RALLY: 1:00 pm Sunset Beach

SPONSORED BY THE BC GOVERNMENT FOR WOMEN'S SERVICES

ARTS '20 RELAY RACE

Anyone interested in forming a CUE Arts '20 Relay team? Call Leslie @ 224-2308 for more information.

Micro-Computer Laser Printing Services

UBC now offers self-serve printing for the UBC community. Available for staff, faculty and students are an Apple Macintosh or an IBM PC-compatible to print to a LaserWriter printer. Located at Room 209F, Computer Science Building, The Personal Computing Production Centre hours are Monday to Friday, 8:30 - 4:30. Phone 228-3050 for more information.

letters to the editor



When the motion to endorse the October 14th pro-choice rally came up at our last membership meeting several of you felt it was a very personal matter and should remain as such; individual members wanting to go to the rally should do so, you said, but it would be inappropriate for us to take a position as a union.

Well of course it's a personal matter; that's just the point. To have an abortion is a difficult decision for any woman to face whether she does it alone or with the support of those closest to her. The fact is women have always made such decisions and will continue to do so, law or no law. In endorsing the rally we would be saying as a large group of, mostly, women that we believe this 'choice' belongs to the woman without the interference of the state. The importance of making such a public statement, while respecting your right to keep your views on abortion to yourself, is to let the government know that this group of voters believes there should not be this interference; we don't need a law!

No doubt some of you find the very idea of abortion so abhorrent, whether for yourself or someone else, that you think there should be a law preventing it. Perhaps this is the case for the woman who asserted we would alienate our members if we persisted with this sort of issue. I respect your right to your personal position on abortion, and I hope you respect my right to mine. You do not, however, have the right to impose your position, no matter how strongly held, on other women of our country. That's what makes me so upset.

And now to the issue which was my original reason for writing this letter. The 1989 United Way campaign will begin soon. You are about to be appealed to personally through the University's active participation in this pledge drive, and you will be reminded of it here in our newsletter. Well, I have a problem with this appeal. How can I refuse even the smallest amount of money towards such needs? If I refuse I'll feel guilty about someone going without but if I pledge I will be supporting an approach I do not agree with.

What I object to is an increasing reliance on charity to meet our social obligations while our provincial and federal governments move further and further away from their responsibilities in this area. Thus, if I succumb to my feelings of guilt and make a pledge I help relieve our governments of that responsibility and, at the same time, I contribute to the perpetuation of our dependence on charity. So, with discomfort, I will not pledge.

Ann Hutchison
LPC

GENERAL MEMBERSHIP MEETING
21st September, 1989

MINUTES

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

1. ROLL CALL OF OFFICERS

Greg Fisher	President
Ann Hutchison	2nd Vice President
Diana Ellis	Secretary-Treasurer
Denise Field	Trustee
Sandy Lundy	Trustee

2. ADOPTION OF AGENDA

Amendments to include under item (5) President's Report to be moved between item (3) and (4), and to add to the President's Report Rhonda Spence's Steward Organizing Drive. Under item (4) "Business Arising", add nominations for Grievance Committee and Health and Safety Committee and remove the notices of motion as they have been withdrawn by the mover.

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

CARRIED

There was some question as to why the notices of motion were withdrawn and the individual involved (D. Ellis) stated that the motion regarding dues increases is apparently in contravention of the CUPE Constitution which states all dues assessments must be decided upon at the membership meeting. Regarding the other two motions, she indicates that they will be combined and she may introduce the motion at a future meeting.

3. ADOPTION OF MINUTES

Amendments to include: July 5th meeting regarding the third motion "that the main motion as amended be a vote by referendum ballot," A. Hutchison stated that she was not the mover of this motion, so she will be removed from this motion. Aug. 25th meeting under item (2) member's request for loan, it was mentioned that the general question of the Union granting members loans was to be discussed not at the next Membership meeting but at the next Executive meeting and the question would be discussed at a future Membership meeting.

MOVED:Erickson/**SECONDED:**Clarke
That the minutes of July 5th, July 20th and Aug. 24th meetings be adopted as amended.

CARRIED

4. PRESIDENT'S REPORT

Greg Fisher announced again as he did at the last membership meeting that the Executive is now aware that following through with the assessment motion will produce a surplus of funds. The Secretary-Treasurer reported that as per the end of July we had 1207 full-time members earning an average wage of \$13.05/hr., which under the terms of the assessment would bring in approximately \$78,750.00. The total number of members working part-time was 212 earning an average of \$562.00 per month which would mean a contribution of \$18.50 each for a total of approximately \$3,900.00. The grand total would then be approximately \$82,650.00. As the figure required is approximately \$45,000.00 it would be provided in 3 months (3/152) or approximately \$49,600.00. Two months or 2/152 would not equal \$45,000.00, the total would be less than needed to fulfill the intent of the assessment motion. At this point Rochelle de la Giroday (the original mover of the motion) stood to say that she felt that the intent of her motion would be satisfied after 3 months collection of the assessment and she asked the Chair (Greg Fisher, President) for a ruling to set aside the final 2 months of the assessment collection. The Chair stated that it was clear that the motion could not be "opened up" for an amendment especially after the failed vote for reconsideration. That would be out of order. It was just clear that the intent of the motion would be satisfied after 3 months collection, therefore the Chair ruled to set aside the final 2 months collection of the assessment. Figures will be provided on the disbursement of these funds in a future newsletter when the final figures are in.

Rhonda Spence reported that the Steward Organizing Drive is underway. A notice was distributed announcing several 1 hour meetings that will be held in the next few weeks. The meetings are to include a 10 minute video explaining CUPE in general followed by any questions regarding problems we would like the Union to address, such as job evaluation.

Finally there will be information provided in respect to the 3 courses being offered in late October and November (Steward Training, Health and Safety, and "Our Union" comprised public speaking, parliamentary procedures and how to conduct committee meetings). Spence encouraged attendance at these meetings.

5. BUSINESS ARISING

Nominations for:

Grievance Committee - Shirley nominated Rochelle de la Giroday & Margo Frigon (written acceptance at office)

Health & Safety Committee - Estelle Lebitschnig, Pat Fornelli, Stephen Montgomery and Deborah Doble, (Estelle withdrew her nomination for D. Doble as she will be moving to A & P) Pat, Stephen and Estelle all accepted.

There were no nominations for other committees. There are still positions open for the following:

- Recording Secretary
- Trustee (1) position
- Sergeant-at-arms (2) positions

6. SECRETARY-TREASURER'S REPORT

Diana reported that the assessment will commence the end of September.

MOVED:Ellis/**SECONDED:**Irvine
That there will be no annual August \$5.00 assessment.

CARRIED

7. BUSINESS AGENTS REPORT

Paul Tetrault was introduced and spoke to the membership. He encouraged members to feel free to call him at the office if they have any questions, in particular anything relating to WCB claims and inquiries as well as contract interpretations, course. He also said he is looking forward to working with a meeting many of the members.

8. COMMITTEE REPORTS

Communications Committee

Richard Melanson reported that the Committee meets next Tuesday and the deadline for submissions for the newsletter is September 22nd. He mentioned the office is lacking newsletter lablers so if anyone is interested to please call the office. Richard also mentioned our local has entered our newsletter into the CUPE newsletter award held at the National Convention, (he feels we should do very well).

Contract Committee

Ann Hutchison reported that there will be some delay in the printing of the new Collective Agreement. There appears to be some discrepancies in the body of the Contract as well as in the index. The University has made some changes which the Committee feels should not have been made. They will be meeting with the University to persuade them to include the important terms the University has omitted.

Grievance Committee

Shirley Irvine reported that the issue of Bargaining Unit Work continues to be an important one for our Union. We have several grievances in regard to this going on at this time. Many of the job duties of our members are being given to non-union personnel. This is a major concern to the Union because it is eliminating higher level positions (ie. LA 4, Sec. 5), leaving our members little room for advancement. Another issue of concern is the President's Ad-hoc Committee on Sexual Harassment. One of the objectives of this committee is to remove the language regarding Sexual Harassment from Collective Agreements on campus. A member has been disciplined for posting the Sexual Harassment pamphlet at her work station, the Union is presently grieving this. We are requesting members to boycott this committee because of its desire to remove pertinent language from the collective agreement and the fact that the President reserves the right to set aside any decisions.

Health and Safety Committee

Greg reported that we now have three members on the committee, we attempted at the last meeting to nominate a Chair for this Committee, unfortunately only some of the members were in attendance. A meeting will be held Wed. 27th to elect a Chair and get the committee up and functioning.

Job Evaluation Committee

Susan Claybo said a report on the status of reclassifications will be ready for the next membership meeting.

9. TRUSTEE'S REPORT

Sandy reported that nominations for all Executive positions will be open at the next membership meeting. The delegates are: Greg Fisher, Shirley Irvine, Ann Hutchison, Diana Ellis and Loretta Clarke. The guests are: Richard Melanson, Chuck Erickson and Pamela Lundrigan. Convention delegates and guests will be meeting Tuesday Oct. 3rd to discuss the upcoming convention.

MOVED:Lundy/**SECONDED:**Erickson
That the ballots from the election of delegates and guests be destroyed.

CARRIED

Greg mentioned that the Executive has decided to send Paul Tetrault (our new business agent) as a guest to the CUPE National Convention when its possible for him to attend.

10. OTHER BUSINESS

Pro Choice Rally

MOVED:Clarke/**SECONDED:**Taggart
That 2950 endorse the pro-choice rally to be held October 14th.

There was extensive discussion in regard to this motion. It seemed to be the feeling that such an important issue warranted much more discussion before any decision should be made.

MOVED:Clarke/**SECONDED:**Lundrigan
That this motion be tabled to the next meeting.

CARRIED

MOVED:Erickson
That the meeting be adjourned.

CARRIED

The meeting was adjourned at 1:45 p.m.

member/20.min

CUPE INTERNATIONAL SOLIDARITY
QUESTIONNAIRE

Many thanks to all our members who took the time to fill out and return the questionnaire. Your suggestions and comments were very helpful. It was strongly felt that the major issues we should focus on should be **Education** and **Living Wage Campaigns**. Other important issues were Occupational Health and Safety, influencing Canadian Government policy on international issues, legal aid and union organizing.

The international activities our local might like to get involved in were again **Education**, lobbying of Politicians, fundraising for Third World Aid projects and contacts with CUPE counter parts in other countries.

Very few of our members are actively involved in international solidarity activities. Most felt that we should **Educate** our members on these issues. On the whole, it was felt that any financial contribution would depend on what the money was being used for and that contributions should be on a voluntary basis.

DIANA ELLIS



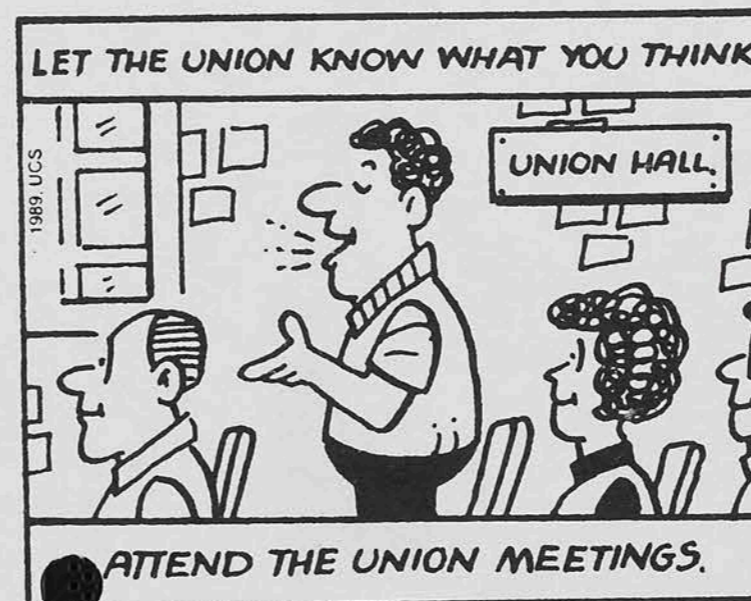
STEWARD ORGANIZING

The Union's campaign to recruit new stewards and committee activists got underway on September 22. Turn out to the lunch hour meetings has been good --- but we are still short of our goal.

By the time you get this there will be a few meetings left on the schedule. Please attend and bring a friend. We need your ideas and enthusiasm.

If you want to register for the Steward Training Program or the other Educational Seminars call Rhonda at the Union office, 224-2308.

A Strong Union Needs Effective Stewards.



GENERAL MEMBERSHIP MEETING

26th OCTOBER, 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 September 21, 1989**
- 4. BUSINESS ARISING FROM THE MINUTES**
Tabled Motion from last meeting
MOVED:Clarke/SECONDED:Taggart
That CUPE Local 2950 endorse the Pro-choice rally to be held October 14, 1989.
- 5. NOMINATIONS FOR 1990/1991 EXECUTIVE**
Nominations for the following positions:
President
1st Vice-President
2nd Vice-President
Secretary-Treasurer
Recording Secretary
Sergeant-at-Arms (2 positions)
Trustee
Trustee (one year term)
- 6. PRESIDENT'S REPORT**
- 7. SECRETARY-TREASURER'S REPORT**
- 8. BUSINESS AGENT'S REPORT**
- 8. COMMITTEE REPORTS**
 - i. Communications
 - ii. Contract
 - iii. Education
 - iv. Grievance
 - v. Health & Safety
 - vi. Job Evaluation
- 9. TRUSTEE'S REPORT**
- 10. OTHER BUSINESS**

