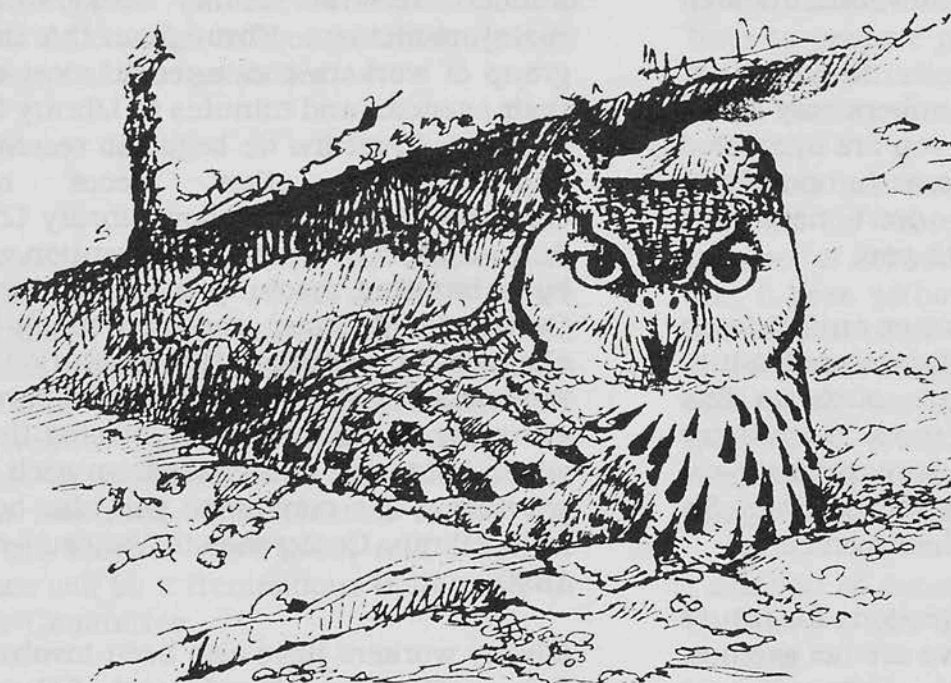




# ON CUE



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Anne Maskell  
Commerce: Real Estate Division  
Henry Angus Building  
2053 Main Mall

## COMMUNICATIONS COMMITTEE REPORT

Two members of the committee attended the CUPE National Convention and although our newsletter didn't win an award, we had the opportunity to meet with the editor of the winning newsletter in our category, Kevin Galichon of Code 3 (The Ambulance Paramedics Union of B.C.'s newsletter). You'll be pleased to know that many of the winning newsletters were from B.C. More on the Newsletter Award program in our special Convention issue.

We will be doing a special convention newsletter, in conjunction with the other delegates and guests from our local who attended the convention. Watch for it soon.

Our committee at the moment numbers only 3. We need at least 2 more members. If you are interested in becoming part of our team, come to one of our meetings - or help label. You don't need any experience, we will share ours with you.

If you would like to write a column or an article on a special subject, we would be happy to publish it. If you have an idea for a theme, such as this month's only one, please send it to us. If you have any artistic talent (can you draw cartoons?) we would like to hear from you. Most of Code 3's cartoons were drawn by one of their members.

We would also welcome any suggestions for future articles. Unfortunately, because we are tax exempt, we are unable to publish any advertising. (except for non-profit organizations) If you have any complaints or just want to tell us what a good job we are doing (we could really use the boost in moral right now), write us a letter. We require that all letters be signed and include your department. We will, if requested, withhold publication of your name.

This is **your** newsletter, help us make it better.

Communications Committee



## INSIDE THE STACKS...

### PROVINCIAL REPORT FOR NATIONAL CONVENTION LIBRARY WORKERS CAUCUS (B.C.)

Since the National Convention in 1987, the Library Workers in B.C. have been active trying to organize a Provincial Library Committee. A group of workers from the Lower Mainland and Fraser Valley began meeting informally in early 1988. At the B.C. Division Convention in June 1988 a resolution was put forward to strike a Provincial Library Committee, however, it was resoundingly defeated. In early 1989 Vancouver Metro District Council and Fraser Valley District Council adopted a motion to strike Library Workers Committees in their jurisdictions. Throughout this time, the same group of workers continued to meet and circulate their agendas and minutes to Library Locals across Canada. In return we began to receive newsletters and various other pieces of valuable correspondence from fellow Library Locals. At the June 1989 B.C. Division Convention we tried again by submitting resolutions asking for a Provincial Occupational Group and after much lobbying and changes in wording, the resolution to strike a Provincial Library Committee was carried. We are currently in the process of forming this committee which is to have a delegate from each region of the province. The committee will also be responsible for a Library Conference in Vancouver in February 1990.

Library workers have also been involved in a study "Library Workers - The Impact of Computer Based Technology Today and the Formulation of Visions for Tomorrow". This study required tremendous input from B.C. Library workers who spent hours being interviewed about how technology has affected our jobs. The report will be released within the next six months and should be interesting reading for all.

Our enthusiasm was brought about by meeting our peers in Quebec two years ago. It reinforced the fact that caucuses are very valuable forums for introductions and exchanges of information.

Heather Flesher,  
Chair, Metro Vancouver  
Library Committee.

### REMINDER

There is a General Membership Meeting on November 23rd, see back cover of this newsletter for details.

## PRESIDENT'S REPORT

Busy, busy, busy! That's what I've been since last month's report. Of course you're all aware that I and four other delegates representing our Local attended the bi-annual CUPE National Convention Oct.16-20. That was a real learning experience for all involved.

I'd just like to say again as I did at the last membership meeting that this Local should be proud of the delegates we sent. Unlike some other delegates from other locals, our delegates spent 99% of their time in attendance at the Convention fulfilling the responsibilities they were sent there for. Of course there is much more to be said about all that took place at the Convention and everything will be covered in the upcoming Special Convention Issue of the newsletter.

Keep a look out for it - it will be interesting reading.

Only a week after returning from the Convention, Loretta Clarke and I were off to a CUPE Metro Council sponsored course on Advanced Steward Training, which focused on arbitration preparation and presentation. What with the approximately 30 arbitrations we have in the works presently, it's important that as many of us as possible acquire knowledge in this area. I'm pleased to say the course and the teacher were great and I believe this experience will be a tremendous help to us on the Grievance Committee.

I have also been booked off work by the Executive for several days to cover the work overload in our office. In fact the frequency at which I am booked off to work in the office is increasing steadily.

The situation as it is cannot continue. Trying to deal with an ongoing work overload problem in the office by having me in a day at a time, here and there, is inefficient and ultimately ineffective. None of the work to be done can be done and finished a day at a time. All investigations and grievances require follow-up and on-going work. By trying to do this sort of work "in between the cracks" my greatest fear is that a grievance deadline will be missed or just simply that the job won't be done to the high level necessary to win the grievance. You as members have a right to expect a competent level of representation out of the people who work for you.

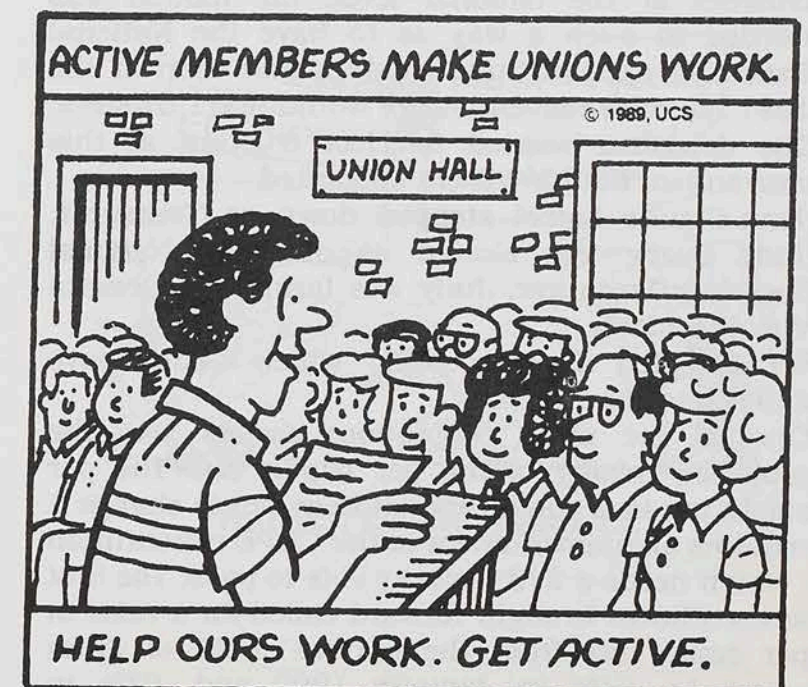
Please try and recall that as far back as when Rod Haines was our Business Agent there was quite a bit of discussion about the increasing number of grievances. Well, the average number of grievances ongoing at that point in time was 40. Paul Tetrault, our new Business Agent, reported at the last membership meeting that the current caseload is approximately 80, with about 30 of these being at the arbitration stage. Of course, in the past, almost all grievances that reached the arbitration stage were settled at the last minute by the University, but we have every indication from Personnel that we shouldn't expect this to be the case in the future. Whether or not we expect a certain arbitration to go forward or not, we still have to prepare properly just in case. Preparation for an arbitration involves much research and takes much more time than for a simple grievance.

The facts are clear: the workload in the office has doubled or more, while at the same time the number of stewards has virtually not increased at all. It goes without saying that there has been no increase in office staff. While we are making every effort to recruit stewards to handle grievances, it is time that we as a Local consider the entire question of adequate staffing in our office. Every member deserves representation that will be adequate to do the job.

I ask you to consider carefully all that I have said so that we can discuss this question at our next meeting.

See you there!

Greg Fisher  
President



## SECRETARY-TREASURER REPORT

### Strike Report

There were 83 CUE members who honored the picket lines for between one and thirteen working days during the Nurses strike of last June. The hospitals effected were Vancouver General, St. Paul's, Childrens/Grace and Shaughnessy. The total cost of the strike, including strike pay, top up of members wages and the cost of benefits was \$45,359.46. The portion of strike pay paid by CUPE to all our members who were off work for more than 10 days was \$3,680.

We hope to replace the money used from our strike fund with the 3 month assessment. The assessment is for 3/152 of each members wages to be deducted over three months. For full time employees this is one hours pay/month for the months of September, October and November. The assessment will be made to part-time employees over 6 pay periods.

The University has not given us a proper report on the assessment. As they have done with your pay cheque, they put the assessment and Union dues together on one report. We are on a percentage dues structure which makes it next to impossible to determine what amount is union dues and what amount is assesemnt. We hope to have this straightened out shortly.

### At the Convention

There was a strong emphasis on financial issues at the convention. The issue of accountability was heavily stressed.

A motion for the creation of national trustees positions was brought forward - but defeated. Although it was felt that there was a need for trustees at the national level, the motion was worded in such a way as to have the National Executive *appoint* three trustees and then at the 1991 national convention we would elect trustees. The delegates wanted to elect trustees at this convention, not have them appointed.

Jean-Claude Laniel stepped down as Treasurer. Judy Darcy was elected as our new National Secretary-Treasurer. Judy was formally a General Vice-President.

We accepted a policy paper which would move CUPE into the 1990's.

One of the more contentious issues was the proposed raising of the per capita tax. The per capita tax is a constitutional item and to change it requires an ammendment to the CUPE constitution - which needs a 2/3 majority vote to pass. The first ammendment brought forward called for a raise in per capita tax from the current .61% of gross wages to .64% in January 1990 and .67% in

January 1991. It was defeated and referred back to the Constitutional Committee. The committee brought it back, this time ammended to raise the per capiatata tax only once, in January 1990, .64%. This too was defeated and referred back. The committee then brought the ammendment back a third time as an icrease of a flat \$0.50 per member/month. This amount would go directly into the Defense Fund in the form of repayment of a loan that the General Fund had made from the Defense Fund. This was carried.

This increase will not have an immediately effect on our locals union dues but we may need to consider a dues increase in 1991.

### Budget

I am currently preparing the 1990 budget. I hope to have it ready for approval at the November Membership Meeting. As I have said before, we will not need to raise our Union dues in 1990.

### Upcoming Executive Elections

I do not intend to seek re-election as Secretary-Treasurer. This is a demanding and time consuming position, but it is also a very important position. It is critical that we have a Secretary-Treasurer. The Union will not be able to function for very long without one. I encourage members with a good financial background and strong union principles to run for this position. I will be available to help orient you into the job. I have learned a great deal from my three years as our treasurer, but I feel that it is now time for me to move on to other things. I hope that there will be at least one person who will come forward to run as Secretary-Treasurer.

Diana Ellis  
Secretary-Treasurer

### DO YOU KNOW OF ANYONE WHO DOESN'T RECEIVE OUR NEWSLETTERS?

If you are aware of members in your area who have not been receiving, or receive duplicate copies of Union correspondence, i.e. newsletters, please contact Leslie at the Union office (224-2308). The new Collective agreement will be coming out shortly and we would like to ensure that every member gets a copy.

## GRIEVANCE COMMITTEE REPORT

The Grievance Committee sent out the following notice to each CUE library employee on October 13, 1989.

### LIBRARY EMPLOYMENT ALERT

This week the Library posted a permanent position in the Curriculum Laboratory (Library Assistant 2, Position #254) in direct contravention of the Collective Agreement. The position is not vacant since the incumbent is presently on a medical leave. The Library therefore has no right to post the position as a permanent one. The breach of the Collective Agreement is clearcut in this case. The Union will seek and obtain reinstatement of the incumbent in her position with the result that the advertised position will be only a temporary position for the new person. If CUE members allow this contravention to go unchallenged, any member on medical leave could face a similar loss of position. The Grievance Committee is asking you not to apply for the position and, if you have applied, to withdraw your application.

This notice is delivered as a service to our members who might otherwise expect that they will be hired into a permanent position.

The Grievance Committee

The purpose of the notice was to inform the library employees of this Union that one of the positions appearing in that week's job postings is the subject of a grievance.

Erik de Bruijn of the library had posted the position of an employee who is on medical leave. In the circumstances of this particular case, there was a flagrant violation of the Collective Agreement. The Union filed a grievance on behalf of the employee, pursuant to the sick leave (Art. 30.06) and harassment (Art. 9) articles of the Collective Agreement.

In addition, the Grievance Committee decided it would be a service to our members to send a notice informing them of the situation and asking them not to apply for the position. Otherwise, members applying for the position might not realize the tenuous situation they would be placed in if hired to the position. It was important that all potential applicants realize that when the member on sick leave is reinstated, the person who replaced her will no longer have the position.

The Union intends to proceed to arbitration, if necessary, and expects to win. This grievance is coloured by the fact that Eric de Bruijn appears to have acted on the basis of extraneous, and largely personal considerations. This makes it virtually impossible to carry on any meaningful discussions with the University, which was represented at Step II of the grievance procedure by Erik de Bruijn and will be represented at Step III by a Committee of which Erik de Bruijn is a member.

SHIRLEY IRVINE  
CHAIR, GRIEVANCE COMMITTEE



## CONTRACT COMMITTEE REPORT

It is now November and we await another camera ready copy of our contract. This one should contain the corrections and those index terms wanted by us and agreed by the University at our meeting with them in early October. I'd better not predict when we'll have that final printed version in our hands.

Our problems with the Maternity and Adoption Leave Letter of Agreement and the Vision Care benefit (explained elsewhere in this newsletter by Paul Tetrault our Business Agent) will require meeting with the University. Since we'll need Joe Denofreo's presence the scheduling of any meeting(s) will have to be at a time when he is available. As you know, we share Joe with several other locals.

Important for us in future negotiations is the following resolution carried at the CUPE convention.

....BE IT RESOLVED that CUPE continue to lobby and/or negotiate for the co-management of pension plans between employer and employee groups through their Unions where they exist to ensure a more financially secure future for our members, including retirees; and

....BE IT FURTHER RESOLVED that pensioner representation be included as an integral part of the employee component of such representation.

To this end our Executive Committee is sending a package of documents, representing the University's Pension Review Committee's activities, to the CUPE expert (Darcie Beggs) with a request for analysis and any information she can give us on how to get it to the bargaining table.

**ANN HUTCHISON**  
CHAIR, CONTRACT COMMITTEE

## HEALTH AND SAFETY COMMITTEE REPORT

The Occupational Health & Safety (O H & S) has been active in updating the list of DABS (Dept/Area/Bldg/Safety) representatives. Please contact me at 228-6250 if you are an active DABS member or are considering the idea of becoming a DABS member. We also could use more people to join the O H & S unit representing our Union as a whole.

As mentioned at the previous Union meeting a petition was given to all members present, concerning the closure of the Canadian Centre for Occupational Health and Safety. As this institution provides us with information of pertinent facts and is recognized internationally, please sign the petition against the closure of CCOHS. Petitions are available in the Union office and there are some in various departments.

At the Safety meeting in late November, I along with numerous other representatives, will be discussing the strategies that should be recommended during the event of an earthquake. If any of you wish to forward information to me, please do so before November 24, 1989.

Other items we will be discussing (at our Union H & S meetings) are:

a terms of reference that will act as guidelines to follow procedures regarding complaints, follow-up, resources available outside the University, and much more. We hope to have this in place in the near future.

Questionnaires concerning the use of Video Display Terminals (VDT'S) will be mailed a short time from now. When you receive the questionnaire, please complete and return it via campus mail. We will only be better equipped to help those who take the time to complete the questionnaire. The more knowledge O H & S has regarding VDT'S, the faster and more efficient we will be in solving problems with people who operate VDT's.

**STEPHEN MONTGOMERY**  
CHAIR, HEALTH AND SAFETY COMMITTEE



## BUSINESS AGENT REPORT

On behalf of the Contract Committee, the following information on vision care and maternity benefits.

### Vision Care

In our recent negotiations with the University, we negotiated the following:

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

There is now a difference of opinion as to what those words mean.

The Union position is every employee is eligible for \$150 in vision care every two years with no deductions or co-insurance. There was no mention of deductions or co-insurance by the University during negotiations. This plan would be administered by the Extended Health Plan.

The University's position is that eligible expenses for vision care would be subject to deduction and co-insurance. There is a \$25 annual deduction in the Extended Health Benefit Plan and then the plan pays 80% of expenses (co-insurance).

Example: (University position)

Glasses cost: \$200.00	\$200.00
less \$25 deduction	\$25.00
	\$175.00
80%	\$140.00

According to the University the employee would receive \$140.00. Union's position is that the employee should receive \$150.00.

The Union is pursuing this matter with the University.

### Maternity Benefits

Prior to the recent negotiations, our collective agreement stated that the University would pay a 100% salary top-up to women who had completed six months of services after maternity leave. The top-up was the difference between unemployment insurance benefits and the regular salary. In the recent negotiations we agreed with the University that they would pay 100% of the top-up during the maternity leave itself, subject to the member paying back the top-up if she didn't return. This plan was also subject to the approval of Unemployment Insurance (Employment and Immigration).

Unemployment Insurance said that they couldn't approve the University-Union plan because the proposed top-up was 100% and they only allowed 95% top-up.

In subsequent discussion, however, Unemployment stated that they would allow a 95% top-up during the maternity leave and a 5% bonus upon return to work. This would effectively equal 100% and this is what the Union proposed to the University. The University refused this proposal on the grounds that this is not what was negotiated between the parties.

Discussion will continue with the University.

### Farmworkers Dinner

The Canadian Farmworker's Union's (C.F.U.) Annual Dinner Fundraiser is November 17, 1989. The C.F.U. represents B.C. farmworkers, most of whom are East Indian women working below minimum wage. The C.F.U. is dependant on community support to continue to provide it's essential services. The featured speakers this year are Bishop Remi de Roo and Ken Georgetti. It's a worthy cause, the food is excellent, I would encourage people to attend (see announcement in this issue). Tickets (\$15.00) can be obtained through me at the Union office or at the door.

**PAUL TETRAULT**  
BUSINESS AGENT



Darling, I love your wisdom, but I've about had it with the mice.

Books are a guide in youth,  
and an entertainment for age.  
They support us under solitude,  
and keep us from becoming a burden to ourselves.  
They help us to forget the crossness of men and things,  
compose our cares and our passions,  
and lay our disappointments asleep.  
When we are weary of the living,  
we may repair to the dead, who have nothing of  
peevishness, pride or design in their conversation.

Jeremy Collier: *Of the Entertainment of Books*,  
1698.



## ARE YOU AWARE

of the following new provisions in our collective agreement relating to video display terminals?

### Article 24.09(d)

If an ophthalmologist diagnoses that continued operation of a video display terminal will cause damage to an employee's eyes, the employee will not be required to operate such equipment, and will be immediately reassigned within the employee's department to other duties in the employee's classification, provided such duties which do not involve the operation of a video display terminal are available and can provide the same number of hours of employment as the employee's previous duties. If such duties are not available, the employee shall select one of the following options within five (5) working days. The selection of one option precludes the selection of any other option.

i) internal placement into any coincidental vacancies in her/his classification, or any coincidental vacancies in a lower classification for which she/he has the necessary qualifications. An employee who selects a position in a lower classification may, upon request, be placed on the recall list for twelve (12) months for positions in her/his original classification which do not involve the operation of video display terminals.

ii) placement on the recall list without salary or benefits with recall rights for twelve (12) months as provided in Article 34, for positions which do not involve the operation of video display terminals. No notice or pay in lieu of notice shall apply. An employee may refuse recall without penalty if enrolled in a training program.

iii) termination of employment with severance pay as provided in Article 34.

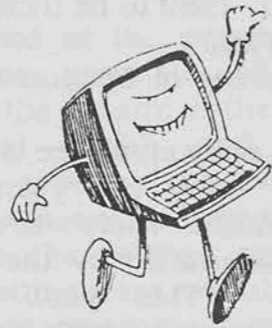
### Article 24.09(e)

Upon an employee's request, the University will furnish a glare shield for the video display terminal which that employee operates.

### Article 24.09(f)

In case of the malfunction of a video display terminal, or where an employee reasonably believes that there is a malfunction of her/his video display terminal, the University agrees that the video display terminal in question shall not remain in use longer than five (5) working days after the employee notifies her/his supervisor in writing of the malfunction.

If tested and found to be malfunctioning, it shall not be used until repaired or replaced. In the meantime, the employee shall be provided with replacement equipment, be assigned to another video display terminal, or be reassigned to other duties within her/his classification. If this does not occur, the employee may refuse to operate the video display terminal in question, and the matter shall be referred to Step 3 of the Grievance Procedure.



### FELLOW CUPE 2950 (CUE) MEMBERS

I had the privilege of attending the Bi-annual National CUPE Convention which was held at the Vancouver Convention Centre in October.

Even as a non voting delegate, I was involved in many discussions with other CUPE Union Locals. The issues of concern to other Locals are generally the same issues that are of concern to our members.

The exchange of ideas and possible solutions was very fruitful indeed.

However, what impressed me was our Unions unity and the democratic way in which the Convention was held.

No, I didn't agree with all the decisions,  
No, I didn't agree with all the speakers,  
Nor did I agree with all the proposed resolutions, however whatever their stand, the voting delegates were all treated equally and were given their democratic right to voice their opinion(s).

The right to speak is part of our democratic system, and we should never take this right for granted.

I feel proud to be part of CUPE and even prouder knowing that our Union is run in a democratic way.

I would like to thank our membership for the opportunity I had in attending this conference.

**YOURS TRULY,  
CHUCK ERICKSON**

## LABOUR AND THE UNITED WAY - A PARTNERSHIP

Our has a commitment to be part of any effort to make our communities a better place to live. The Campaign Labour Committee members and their unions support the United Way because they find it the most effective way for us to help our members, and their families, with problems that cannot always be addressed in the collective agreement.

Union members realize how important it is to stick together, and without the support and help of the United Way agencies, many people would be left on their own when in trouble.

### Statement of Principles

The United Way and the Canadian Congress of Labour have signed a statement of principles that highlights the shared vision of these two organizations towards "building a society which provides a wide range of social and public services which are accessible, universal and of the highest quality" A vision, I would hope, shared by all of us.

### Labour Participation Program

Together the United Way and the CLC have a unique Labour Participation Program in various centres across Canada. In the lower mainland, the United Way maintains a Labour Department staffed by Mervyn Van Steinburg, Jo-Anne Bachman and Jackie Weller.

The major focus of the department is the Union Counselling Program, and information for unions on Employee Assistant Programs. Union counsellors are union members who are trained to refer troubled co-workers to the appropriate community agencies and provide follow-up support for them. They keep the Labour movement advised of community service issues.

The labour department also links working people with services in the community and has been active with the Letter Carriers' Alert program, The B.C. Federation of Labour Unemployment Action Centres, and the United Way's Labour Participation Advisory Committee on the Disabled.

These are just a few examples of Labours involvement in the community through the United Way, and are some of the reasons that this year's campaign needs your support.

The United Way agencies are vital to workers and their families who may find themselves in need. It is your donation which helps the United Way provide these necessary community services.

### Why should you give to the United Way?

*The United Way and the Labour movement work together to ensure accessible and quality community social services.*

*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, if you haven't already done so, take the time to fill out and return your pledge card. **Your donation can make a difference.**

Diana Ellis  
CUE United Way  
Advisory Committee Representative



### INTERNATIONAL SOLIDARITY

Did you know that CUPE has a sister Union in South Africa? NEHAWU (National Education, Health and Allied Workers Union) is a South African public sector union similar to CUPE. They have about 20,000 members, 70 percent of them women. They represent workers in hospitals, universities, nursing homes, day care centres, and other public facilities. They were formed in 1987 from a merger of The General and Allied Workers Union, The Health and Allied Workers Union and the South African Allied Workers Union. Their slogan: "An injury to one, is an injury to all".

## OUR ENVIRONMENT

### What do you do to help preserve our environment?

That is an easy question to answer. I'm environmentally conscious. I recycle bottles, cans and newspapers. I ask for paper bags at the grocery store. I don't litter. I thought I was doing my part, but after reading some of the astonishing statistics on how much waste our society produces, I realize how little I actually have been doing.

### ON AN AVERAGE DAY ...

The following are from the book *On An Average Day* by Tom Heymann:

\* Americans generate 811 million pounds of residential and commercial trash (**3.5 pounds per person**). Of these, 59 million are food; 76 million are glass; 341 million are paper. Of the 811 million pounds created, only 81 million are recycled.

\* The nation's trash consists of 4.3 million disposable pens, 5.4 million disposable razors and 43.8 million disposable diapers.

\* 3 billion gallons of sewage are dumped off U.S. Coasts.

\* 8 million Americans breathe dangerous levels of nitrogen dioxide; 76 million breathe dangerous levels of ozone.

These figures are about Americans but our Canadian society is very similar.

### TRASH CRISIS SPAWNS GLOBAL MOVEMENT TO GARBAGE RECYCLING

From the *Inside Guide*, Fall, 1989

Pressure to ease the global trash disposal crisis has trickled down to the household level. *The trend is moving sharply away from the throwaway convenience culture that produces mountains of trash daily.* Increasingly, people are being asked - and often required by law - to separate household garbage into recyclable and non-recyclable items.

So-called curbside recycling has already helped Japan, West Germany and France recycle as much as half of household trash, and given rise to new techniques in garbage disposal. French and West German companies have developed techniques using lasers, that sort materials by colour, texture, weight, toxicity and other factors. Plastics, for

example, can be separated from other trash through this technology.

West Germans, who drop more trash into recycling containers than do residents of almost any other country, separate 5 million tons of paper, plastic, glass and metal each year. About 43 per cent of all paper packaging and cartons produced in West Germany consists of recycled paper. Japan's trash-sorting program could serve as a model for the world. In some Japanese cities, residents separate waste into seven categories. Each is collected on a different day of the week.

The garbage-disposal crisis is especially severe in the U.S. **Americans generate an average of 3.5 pounds of refuse daily, but only 10% is recycled.** At the current rate, at least a third of the nation's 6,000 garbage dumps will be filled to capacity within five years. By the year 2000, Americans will produce more than 192 million tons of trash a year, 22% more than today.

About a half-dozen states and 500 communities now have comprehensive curbside-recycling programs. In San Jose, Calif., and Seattle, nearly 60% of households recycle their garbage. About 28% of Seattle's trash, 2,500 tons a month, is recycled, and the city hopes to double that percentage in the next few years.

New York City recently approved a sweeping plan requiring households to separate trash into three categories: paper, other recyclables like bottles and glass, and all other garbage. After a year, the program will be extended to include office buildings and institutions. Other cities and states are expecting to mimic New York's plan in the 90's, producing a boom in the recycling industry.

One by-product of the trend: as household trash-sorting proliferates, residents will be looking for new types of kitchen and outdoor receptacles suitable for specific types of trash. The days of tossing everything into one can or bag are coming to an end.

### WHAT CAN WE DO?

Some of these figures are pretty scary. It really makes you stop and think about the effect we are having on our environment with our current style of living.

So *What do you do to help preserve our environment?*

Diana Ellis

## letters to the editor



Dear Editor

I feel I must respond to Ann Hutchison's letter in the recent On Cue.

First I would like to applaud the decision taken at the last membership meeting to table the motion regarding support of a pro-choice rally until it could be discussed by the full membership. I agree that it would not be appropriate for the Union to dictate to the membership what position to take on this emotionally charged issue. Everyone is quick to quote the Charter of Rights when confronted with what is perceived to be a loss of 'freedom' but I truly believe that in this case the charter gives me the right to make my own decision of whether or not I wish to support the pro or anti abortion lobby. I do not, therefore, believe that as a body of people we are in a position to dictate how or what the membership should endorse as individuals.

In her letter Ms Hutchison states that she respects the right of an individual's personal opinion, but that we should not force our opinions on others. Isn't that exactly what she is suggesting - by passing a motion that the membership support a pro-choice rally we would be forcing the 'pro-choice' opinion on the entire membership. How can someone who feels strongly, for what ever reason, that abortion is wrong be asked to support a motion to endorse the pro-choice view. I do not wish to get into a debate about the rights and wrongs of the abortion issue, my contention is with the suggestion that as a body "of mostly women" it is assumed by Ms Hutchison that we all think the same! Thank goodness we don't, we are individuals with individual feelings and ideas and I do not believe that any 'group' of individuals can force each single member of that group to think the same as everyone else. Surely we came together as union members to improve our working conditions and not to dictate how we should spend our time out of working hours.

Hurray! for the freedom we have in this country of ours to think, feel and believe as and how our own conscience dictates - I for one would not like to see any infringement of these rights and freedoms. In my view that is exactly what Ms Hutchison is suggesting.

*Susan R. Howe*  
Susan Howe  
Medical Genetics

TO CUE NEWSLETTER ..... FROM (NAME WITHHELD) .....  
DATE 4 Oct. 1989 PHONE .....

RE: 1989 UNITED WAY CAMPAIGN

It is "interesting" to notice that in the area of campus where I work there are approximately 30 of us approached for payroll deductions for the United Way. Each year the 2 single-parent women gladly and knowingly donate a portion of their pay while ALL the others simply throw the envelope into the garbage unopened - some muttering at how they hate being "bothered" by such requests! -- interesting?

# letters to the editor



SUBJECT: Surplus of assessment funds

As we all know, on July 5th the membership voted to help those members who were affected by the nurse's strike. It was decided that an across-the-board assessment of \$35 was not fair to those who work part-time. In those discussions one of the members suggested that 3/152 of our pay would be more appropriate. Greg Fisher asked someone (whom we have since found out was an employee in Financial Services not the Union Treasurer as would be expected) for a rough calculation of what percentage of pay we should be assessed. At that time it was decided 5/152. A rough calculation by a number of the members in the meeting told them that 5/152 was too much and they questioned Greg on this figure saying it was too high. We were told 5/152 was the amount needed to cover costs.

At the July 20th Membership meeting the assessment issue was again raised. We were told 5/152 was the amount needed to cover costs.

August 24th came along and there was a special Membership meeting largely to discuss and vote on a motion to rescind assessing the membership. Again we queried the amount we were to be assessed thinking it too high. We were told 5/152 was the amount needed to cover costs.

Now we come to the September 21st meeting and we're told the assessment motion will produce a surplus of funds therefore we will be assessed 3/152 of our pay. I ask you, couldn't we have saved a lot of time and grief if we'd been told this good news sooner than 11 weeks (2 1/2 months) after the original meeting? While we were very pleased about the new benefits in the contract isn't it ironic that all members received an initial pay increase across the board (\$0.90 per hour) and yet to pay this assessment we were docked on a percentage basis.

On a similar point, in the minutes for the September 21st meeting under point #4 (page 10 On Cue) it reads: "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." Nowhere in the minutes nor during the meeting of August 24th was this mentioned to the best of our recollection. Perhaps it was wishful thinking.

Our final point addresses the decision to consider backing the Pro-Choice National Day of Action. While totally in agreement with pro-choice sentiment, we don't feel comfortable with the idea that a union, especially one that we belong to, needs to involve itself in that kind of issue. As mentioned by Ann Hutchison in her Letter to the Editor (October 1989 On Cue) "... it's a personal matter..." We will vote against any union backing of pro-choice or pro-life activities. A suggestion: circulate 2 petitions to our members, one for and one against this contentious issue. Let each member decide and then forward the petitions to the government.

FROM: Kelly Littlewood & Margaret Baskette *KL*  
Anthropology and Sociology *MKB*

EDITORS NOTE: Diana Ellis, our Secretary-Treasurer, was injured in a car accident on the morning of the July meeting.

# letters to the editor



To the Editor of CUE:

Recently I changed working status from full-time to part-time (3 days a week). There was concern about the benefits so I checked the Union contract thoroughly, and then the new department explained to me the benefits as a part-time employee - so I thought everything was fine. The only restriction I was told was that I was not allowed time off for doctor or dental appointments. (Holidays, sick time would be pro-rated) Prior to this appointment I had been a full-time employee at UBC for 16 years, paying into the UBC Pension Plan for 13 of those years.

After checking my wage statement for the new position I noted that there was no deduction for the UBC Pension Plan. Thinking this was an error that would be corrected later, I let it go making good use of the extra money.

Seeing no deduction for the UBC Pension Plan the following month I contacted the Personnel Services and was told that "PART-TIME EMPLOYEES ARE NOT NOT ELIGIBLE FOR THE UBC PENSION PLAN UNLESS THEY ARE 100% EMPLOYED."

To this day Personnel Services has not notified me, in writing, that I am no longer eligible for the UBC Pension Plan.

I immediately brought this to the attention of the Head and the Administrator in my department. It came as a complete surprise to them - they had not been notified by Personnel that part-time employees were not eligible for the UBC Pension Plan.

After contacting our union office I was informed that the UBC Pension Plan was not a negotiable item of the contract and that was why it has not been included in the Union contract.

By way of this letter to my fellow Union Members, be aware of your benefits if you plan to take on a part-time position - you may be putting yourself in the same position as myself and not be eligible for the UBC Pension Plan.

*Donna Bohnet*  
Donna Bohnet  
Dept of Geography

EDITORS NOTE: One of the recommendations of the Pension Review Committee was to admit part-time hourly employees to the pension plan.

## EARTHQUAKE SAFETY AT WORK

### BEFORE THE QUAKE

1. Examine your work place for potential hazards by imagining it is a cabin on board a ship. What would fall, topple over, or disconnect if the ship were rolled and shaken by heavy seas?

Not every unanchored object poses a serious danger. Generally, the following hazards are considered life threatening:

- \* Impact of objects under 10 pounds with sharp edges or of glass construction.
- \* Impact of objects weighing more than 10 pounds, unrestrained above counter height.
- \* Impact of objects over 50 pounds sliding or rolling on the floor.
- \* Contact with contaminants or toxic substances.
- \* Contact with exposed utilities; e.g., electricity, steam, gas, etc.
- \* Inability to leave a dangerous area; i.e. being trapped.

2. Anchor or relocate those items which pose a serious hazard. Be particularly concerned about tall unanchored book cases or cabinets.

Do the simple things first. Store heavy objects on the lowest shelf possible. Move or anchor heavy flower pots above your desk. Hang pictures with glass fronts or sharp frames on secure hooks.

3. If you work in a shop or laboratory, make sure hazardous materials are stored only in unbreakable containers and on shelves that have earthquake strips or bars.

Do not store incompatible materials where they could mix if spilled during an earthquake. Also make sure compressed gas cylinders are securely anchored with welded (not bent) chain.

4. Decide where you will take cover when the shaking begins. Under a sturdy table, desk or lab bench is best, as long as it is close to your normal work station and not adjacent to large windows.

5. Keep a flashlight and an extra set of batteries at your work station. You may also want a small portable AM radio with an extra set of batteries. Check the batteries every quarterly year.

6. Learn the location of the two fire extinguishers closest to your work station and how to operate them.
7. Take a short first-aid course and find out who else on your floor knows first-aid.
8. Learn several ways to exit your building without using elevators. Use these alternate exits periodically so they will be familiar to you in an emergency.
9. Learn who is the Floor Warden for your floor and the Emergency Coordinator for your building. Write their room numbers and extensions on the last page of this section of this article.
10. Keep this article where you can use it in an emergency, and keep its information current.

### DURING THE QUAKE

1. When you first feel shaking, immediately take cover under something sturdy. Don't wait until you know for sure it is the Big One; by that time it will be too late.

As the furniture may move about during strong shaking, hold on or wedge yourself in.

2. If you cannot reach cover, brace yourself in an interior doorway or crouch in an interior corner away from windows, tall shelves or cabinets.
3. Don't run for the corridors or stairwells. They offer no protection from falling ceiling fixtures and they may be filled with other people desperately trying to flee. You will not be able to walk or stand during strong shaking.
4. If you are inside the building, but near an entrance, **don't** try to run outside. The area immediately surrounding the building is extremely hazardous because of falling debris.
5. Accept that you will be frightened. There will be a great deal of noise and the lights may go out. It's natural to be afraid and does not mean that you will "fall apart" when the shaking is over.

Try describing out loud how scared you feel; counting the seconds of strong shaking; anything that will get you through.

6. If you are outdoors, move away from the sides of buildings, overhead wires, and other hazards.

### AFTER THE QUAKE

1. Act calmly, but act. Accept that your thinking may seem slow and confused, so do the basic things first. Your mind will become clearer as you realize you can help yourself and others.
2. Check yourself and others for injuries. Treat only life-threatening injuries immediately and leave minor injuries until after you have checked for secondary hazards.
3. Check your immediate work area for secondary hazards like fires, spills, gas leaks, etc. Eliminate them if you can—otherwise contain them by closing doors.
4. Report serious casualties or hazards to your Floor Warden or Emergency Coordinator. If neither are available, call (911) or send a runner to the campus police.

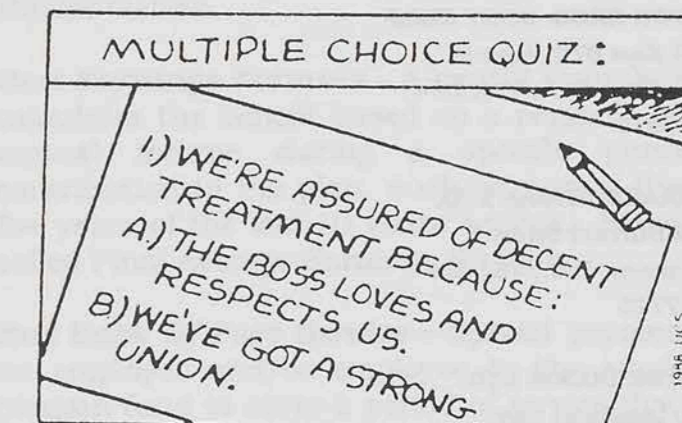
Move serious casualties only if they are in danger from secondary hazards or aftershocks.

5. Expect aftershocks. They will be less severe than the main shock, but they can cause further damage. They may begin shortly after the main shock and continue with decreasing frequency for days thereafter.
6. Follow your Floor Warden's or Emergency Coordinator's instructions for evacuating your floor of building. If neither are available, and you are sure there is a safe path out of the building, leave the building and wait in your designated Assembly Area.
7. Don't smoke while you are inside the building (no matter how calming it may be), and be extremely careful where you smoke outside. Flammable materials may have been spilled during the main shock, and an aftershock may cause you to drop your cigarette.
8. If you evacuate the building, remain in your designated Assembly Area until you receive further instructions from your Floor Warden or Emergency Coordinator. They will be in contact with the police for the latest information on campus damage, road conditions, etc.
9. It is natural to want to check on your family, but it is probable that the phone system will be both damaged and overloaded. If you absolutely must call, try the number once, then try your Out-of-Area Contact. Briefly report your situation, and set a time several

hours later when you will call back for more information.

Don't overload the system because you're worried; someone else may need it to save a life.

**from: Earthquake Safety for campus, home and car.**



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### TUG

#### B.C. CENTRAL AMERICA TRADE UNION GROUP WORKSHOP

Saturday, November 18th from 1:00 - 5:00pm  
Robson Square Media Centre  
800 Hornby Street, Vancouver

Throughout the past eight years the Trade Union Group has worked to bring the struggle of Central American workers home to Canada and to deepen our knowledge and understanding of each other's lives.

The Trade Union Group Workshop will examine the following topics:

1. Solidarity, Free Trade and the Global Economy
2. Solidarity Projects - a hand-on approach
3. First hand accounts of the struggle in Central America
4. Can Labour do more?

Social Evening to follow. Please register in advance.  
*Admission is FREE.*

Sponsored by: Trade Union Group  
1672 E 10th Avenue,  
Vancouver, B.C. V5N 1X5  
872-3092



**IN OTHER UNIONS....**

The following is a list of Unionized Automotive Dealers and repair shops in the lower mainland. Please support your fellow Union workers by patronizing the following dealers.

**BROWN BROS. FORD SALES AND SERVICES**

270 D.E. Marine Drive  
Vancouver, B.C., V5X 2S4  
321-5100

**BROWN BROS. BODY SHOP**

1222 East 67th Avenue  
Vancouver, B.C., V5X 2W4  
324-2015

**BURRARD NISSAN LTD.**

2422 Burrard Street  
Vancouver, B.C., V6J 3J4  
736-7725

**CARTER DODGE LTD.**

4650 Lougheed Hwy.  
Burnaby, B.C., V5C 4A6  
299-9181

**DOMINION VANCOUVER MOTORS LTD.**

901 Seymour Street  
Vancouver, B.C., V6B 3M2  
684-6113

**DON DOCKSTEADER MOTORS LTD.**

8530 Cambie Street  
Vancouver, B.C., V6P 6N6  
325-1000

**DOWNTOWN TOYOTA CENTRE LTD.**

1290 Burrard Street  
Vancouver, B.C., V6Z 1Z4  
682-8881

**MAPLE RIDGE CHRYSLER (1972) LTD.**

20423 Lougheed Hwy.  
Maple Ridge, B.C., V2X 2P9  
465-8931

**MCL MOTOR CARS (IMPORT)**

1730 Burrard Street  
Vancouver, B.C., V6J 3G7  
738-2171

**MUSSALLEM MOTORS LTD.**

22289 Lougheed Hwy.  
Maple Ridge, B.C., V2X 2T1  
525-1677

**PLIMLEY FOURTH AVENUE**

2211 W. 4th Avenue  
Vancouver, B.C., V6K 1N9  
731-3141

**QUALITY TRUCK BODY**

#2-228 Cayer Street  
Coquitlam, B.C., V3K 5B1  
464-2954

**RICHMOND PLYMOUTH CHRYSLER LTD.**

4440 No. 3 Rd.  
Richmond, B.C., V6X 2C2  
273--7521

**WEST COAST MOTORS LTD.**

20370 Lougheed Hwy.  
Maple Ridge, B.C., V2X 2T1  
465-5434

**WESTMINSTER AUTO LEASING LTD.**

4937 Regent Street  
Burnaby, B.C., V5C 4H4  
291-2240

**WESTMINSTER CHEV. OLDS LTD.**

131 - 12th Ave.  
New Westminster, B.C., V3M 4G9  
521-7731

**WESTMINSTER TOYOTA**

210 - 12th Street  
New Westminster, B.C., V3L 4Y9  
520-3333

**WM. CLARK FORD SALES LTD.**

20109 Fraser Hwy.  
Langley, B.C., V3A 4E4  
534-3277

**WOLFE CHEV. OLDS LTD.**

1515 Boundary Road  
Vancouver, B.C., V3A 4E4  
534-3277



**GLOSSARY OF COMMON PENSION TERMS (Part 1 of 3)**

**Credited Pension** - The amount of pension credited to a person, up to a given time, based on factors such as length of service, level of earnings, etc.

**Actuarial Reduction** - A reduction in pension payments to take into account a variation from the normal pension scheme, such as early retirement. Such a reduction is calculated by an actuary to ensure that the total value of the benefit remains the same. (With early retirement you receive the lower benefits for a longer period of time.)

**Actuary** - A professional in the pension and insurance areas who applies mathematical techniques to projecting future costs. An actuary determines if a pension plan has sufficient resources to meet its obligations. S/he estimates future costs of benefits based on anticipated mortality, salary increases, investment return, employee turnover, retirement ages, and so on.

**Ad Hoc Adjustment** - An amount added to a pension after retirement on an irregular basis. An ad hoc adjustment is not based on any prior commitment or contract and is usually made on an irregular basis.

**Amortization Period** - A period of years during which extra payments must be made to a pension plan. This happens when an actuary calculates that the fund lacks sufficient resources. (See unfunded liability).

**Ancillary Benefit** - A term used to designate the benefits provided by the pension plan other than the normal retirement income. For example, disability, retirement, early retirement.

**Annuity** - An investment providing regular payment, usually monthly, according to the investment contract, for the lifetime of the investor (the annuitant). The amounts may be fixed or varied, and may continue for a period after the annuitant's death.

**Assets** - Investments or cash held by a pension fund. These may include equities, bonds traded on capital markets, mortgages, real estate, venture capital and non-market government debt, among other things.

**Beneficiary** - A person who is entitled to a benefit from a pension or other insurance plan.

**Benefit** - In general terms, any payment from a pension or insurance plan. Also used specifically to refer to the normal pension provided by a plan's formula.

**Benefit Formula** - The pension plan formula which spells out how the benefit is to be calculated, using years of service, earnings, and similar factors.

**Best Earnings Formula** - A benefit formula which calculates the benefit based on a person's highest annual income during a specific period of contribution to the plan, such as during the best five years of the last 10 years' service. Sometimes called Final Average Earnings Formula.

**Buy Back Of Past Service** - Special payments by an employer and/or employee to the employee's pension fund to cover a period of service that have not been counted toward the pension. For example, the time before becoming a member of the plan or during an unpaid leave of absence.

**Career Average Formula** - A formula which relates the pension payable on retirement to average earnings over the entire period in which the employee belonged to the pension plan.

**Commuted Value** - The value of a pension benefit as of the date of termination.

**Continuous Service** - Period of continuous service with the same employer. It may be defined to include certain periods of absence and/or service with another employer or the armed services. (See credited service).

**Contribution Holiday** - The use of surplus in a pension plan to reduce or eliminate employer contributions to the plan for a specified period of time.

**Credited Service** - Periods of employment for which you gain pension credits. Credited services can also be the basis for qualifying for a particular benefit. (See continuous service).

**Current Service** - An employee's service after joining the pension plan.

**Death Benefit** - A lump sum to the beneficiary or estate of a pension plan member who dies before retirement. Some plans pay a death benefit after retirement.

CANADIAN UNIVERSITY EMPLOYEES  
CUPE LOCAL 2950  
Interim Balance Sheet  
30 September 1989  
(UNAUDITED - SEE NOTICE TO READER)

		ASSETS
GENERAL FUND		
Current		
Cash	\$	42,501.59
Petty Cash		200.00
Term Deposits		71,921.86
Accounts Receivable		37,961.84
Prepaid Expenses		332.50
		-----
		152,917.79
		-----
Fixed		
Furniture & Fixtures		5,590.12
Computer Equipment		21,319.01
Assets under Capital Lease		6,519.51
Less accumulated depreciation		(18,417.70)
		-----
		15,010.94
		-----
		167,928.73
		-----
STRIKE FUND		
Cash & Term Deposits		648.42
Investments at Market Value at 31/12/88		138,212.00
		-----
		138,860.42
		-----
	\$	306,789.15
		-----
		LIABILITIES & EQUITY
GENERAL FUND		
Current		
Accounts Payable	\$	25,833.90
Estimated Amounts Payable		27,250.00
Due to Strike Fund		(12,279.46)
		-----
		40,804.44
		-----
Obligation under Capital Lease		0.00
		-----
Equity - Beginning of Year		103,694.74
Under(Over) Expended Revenue - Current Year		23,429.55
		-----
		127,124.29
		-----
		167,928.73
		-----
STRIKE FUND		
Current		
Accounts Payable		0.00
Due from General Fund		12,279.46
		-----
		126,580.96
		-----
		138,860.42
		-----
	\$	306,789.15
		-----

CANADIAN UNIVERSITY EMPLOYEES  
CUPE LOCAL 2950  
Interim Statement of Income  
9 Months Ended 30 September 1989  
(Unaudited - See Notice to Reader)

	JULY	AUGUST	SEPTEMBER	ACTUAL YR.- TO DATE
	-----	-----	-----	-----
REVENUE				
Dues & Initiation Fees	32,016.31	31,579.94	31,501.09	266,795.57
Interest Income	820.94	346.42	1,355.69	5,047.45
Donations and Other	0.00	0.00	0.00	0.00
C.U.P.E. Grant	0.00	0.00	0.00	0.00
Expense Recovery	0.00	0.00	36.31	66.71
	-----	-----	-----	-----
	32,837.25	31,926.36	32,893.09	271,909.73
	-----	-----	-----	-----
EXPENDITURES				
Arbitration Expense	0.00	0.00	2,562.70	4,542.55
Contribution to Strike Fund	0.00	0.00	0.00	0.00
Course Fees and Conferences	220.00	170.00	315.00	335.00
Depreciation	290.10	290.10	290.10	2,610.90
Donations	0.00	0.00	0.00	218.00
Subscriptions	10.00	0.00	0.00	1,246.52
Equipment Lease	0.00	0.00	0.00	3,435.18
Executive & Committee Expenses	130.84	98.20	13.00	693.23
Exec & Comm Booking Off	(301.69)	496.90	809.40	10,164.03
Insurance	0.00	0.00	0.00	779.00
Interest & Bank Charges	29.40	50.00	1.25	121.15
Accounting Fees	375.00	375.00	375.00	3,375.00
Medical Benefits--Members	872.56	111.46	1,122.56	3,863.88
Newsletter	555.00	0.00	615.00	4,516.75
Office Supplies	492.32	497.20	232.83	6,709.44
Per Capita Tax -- C.U.P.E.	15,341.22	15,499.59	15,500.00	129,996.50
Postage/Courier	0.00	87.17	7.95	590.37
Printing	0.00	0.00	0.00	1,617.35
Legal/Professional/Consulting	0.00	0.00	0.00	0.00
Rent & Taxes	794.02	376.20	500.00	4,620.22
Repairs & Maintenance-General	0.00	160.00	80.00	899.61
Repairs & Maintenance - Equip	58.25	0.00	58.25	476.50
Salaries - Union Office Staff	5,728.63	6,647.83	8,786.67	55,382.55
Benefits - Union Office Staff	(39.35)	1,572.64	1,289.31	7,616.21
Taxi & Parking Expenses	278.00	180.75	191.00	1,626.50
Telephone	292.77	550.74	54.52	2,504.26
Utilities	65.48	67.00	67.00	539.48
	-----	-----	-----	-----
	25,192.55	27,230.78	32,871.54	248,480.18
	-----	-----	-----	-----
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES FOR THE PERIOD	7,644.70	4,695.58	21.55	23,429.55
	-----	-----	-----	-----

CANADIAN UNIVERSITY EMPLOYEES  
CUPE LOCAL 2950  
Interim Statement of Strike Fund Balance  
9 Months Ended 30 September 1989  
(Unaudited - See Notice to Reader)

Balance, Beginning of Year	148,761.93
Members Assessments	0.00
Donations	3,680.00
Interest Earned	3,055.49
Investment Earnings	16,443.00
Disbursements	45,359.46
	-----
Balance as of 30 September 1989	126,580.96
	-----

### MULTI-CULTURAL COOKBOOK

The Canada-Africa International Forestry Association (CAIFA), a non-profit, charity organization based in Vancouver is selling a multicultural cookbook in order to fund agroforestry projects in environmentally degraded areas of Africa. The book contains over 100 Canadian recipes and 125 "multicultural" recipes, including Jollof Rice (Chicken, Beef and Rice), Chapatis, Tomato Beef, Zuppa Inglese (Italian Cream Cake), Barfi (East Indian Almond Candy), Fondant Easter Eggs, and Strawberry Cream Tarts. If you are interest in buying the cookbook, at \$12 per copy, or in learning more about CAIFA, please phone 731-2545 or 733-7229. Our office is located at 2995 Waterloo Street, Vancouver. The book would make an ideal Christmas gift. The book will be available to look at in the Union office and will be for sale at the November 23rd membership meeting.



## WANTED



### For violations against C.U.E. (CUPE 2950)

*This man is being sought in connection with the following violations deemed to be major breaches of the Collective Agreement:*

- transferring an employee who has occupied a position since 1971 to another position at the opposite end of campus, against her will and with only one day's notice (in contravention of the Collective Agreement).
- \* posting the position of an employee on medical leave so that she would not be able to return to it (in contravention of the Collective Agreement).
- \* continually transferring the work of C.U.E. members (bargaining unit work) to librarians outside the bargaining unit, thereby "dead-ending" downgrading and jeopardizing C.U.E. jobs (in contravention of the Collective Agreement).
- \* informing employees at interviews for library positions that they must commit to remain in the position for at least one year or else they will have a bad record or will not be offered the job (in contravention of the Collective Agreement).
- demonstrating contempt for the Collective Agreement and C.U.E. members.

*Anyone knowing the whereabouts of this man is asked to contact him immediately and demand that he cease and desist from these violations.*

## PROJECTIONISTS' LOCKED OUT

Despite the fact that both Famous Players Inc. and Cineplex Odeon Corporation have enjoyed the highest revenues in their history, demands being made by the two major film exhibitors amount to a 40% reduction in wages and benefits. Below are some of the major demands the employer wants to impose on the employees:

1. reduction in wages
2. eliminating overtime
3. contracting out work previously done by projectionists

Although the employers objective is to bring BC projectionists in line with other areas in Canada, if the BC projectionists cave in, then the rest of the Country will be faced with the same struggle. We are encouraging our members to honour and lend your support to the projectionists' picket lines.



### An Evening with Farmworkers

#### BENEFIT DINNER AND DANCE

Friday, November 17, 1989  
6 pm door and bar open  
Scottish Cultural Centre  
8886 Hudson Street (at 73rd Ave)  
Vancouver

Gourmet East Indian Dinner

Dance your socks off to:  
Toby's Rangers

#### Speakers

Bishop Remi De Roo  
Sarwan Boal

(President, Canadian Farmworkers Union)  
Ken Georgetti  
(President, B.C. Federation of Labour)

#### "Human Justice for Farmworkers"

Tickets \$15 employed - \$8 otherwise

For ticket information call Paul Tetrault  
at 224-2308

## MINUTES

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

## 1. ROLL CALL OF OFFICERS

Greg Fisher	President
Shirley Irvine	1st Vice President
Ann Hutchison	2nd Vice President
Diana Ellis	Secretary-Treasurer
Stephen Montgomery	Chair, H & S Committee
Denise Field	Trustee
Paul Tetrault	Business Agent

## 2. ADOPTION OF AGENDA

Amendments to include under item (5) Nominations for 1990/91 Executive to add in as (5a) Canadian Centre for Occupational Health and Safety petition; to add in under item (6) President's Report the ratification of the Joint Job Evaluation Committee; and under item (10) Business Arising to add in the motion brought forth by Colin Banyard.

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

CARRIED

## 3. ADOPTION OF MINUTES

**MOVED:Erickson/SECONDED:C. Abbott**  
That the minutes of September 21, 1989 be adopted.

CARRIED

## 4. BUSINESS ARISING FOR THE MINUTES

Because the mover of the motion regarding the Pro Choice rally, was absent from this meeting the motion will be tabled until the November 23rd meeting.

## 5a. CENTRE FOR OCCUPATIONAL HEALTH AND SAFETY

Diana reported that the Federal Government is proposing to stop all the funding for the Canadian Centre for Occupational Health and Safety resulting in a closure of this institution. The government proposed a 15% cut back by the end of 1989, 15% cut back by the end of 1990, and the balance (70%) by the end of 1991. This centre is vital to workers and employers to provide them with the latest information on Health and Safety issues. Diana passed out petitions to "Save the Centre" and encouraged members to take the petitions back to their workplace, have their fellow employees sign it and return it to the Union office.

## 5b. NOMINATIONS FOR THE 1990/91 EXECUTIVE

**President** - Ann Hutchison nominated Greg Fisher.  
**1st Vice President** - Susan Zagar nominated Shirley Irvine.  
**2nd Vice President** - Sheila Penty nominated Ann Hutchison.  
**Secretary-Treasurer** - Susan Zager nominated Diana Ellis.  
**Trustee position (1 year term)** - Diana Ellis nominated Denise Field.

Nominations will close at the January General Membership meeting prior to the vote. There were no other nominations and positions remain open for:

**Recording Secretary**  
**Trustee (2 year position)**  
**Sergeant-At-Arms (2 positions)**

The President encouraged members to volunteer for these positions, as the remaining positions do not require as much time and effort as the Executive positions.

## 6. PRESIDENT'S REPORT

The President reported on the Convention, and how it offered education and experience to those who attended. He was proud to say that our delegates chosen to attend this Convention spent 99% of their time on the Convention floor, doing the work they were sent there to do.

The President stated that the Executive felt that the three Union members of the Joint Job Evaluation Committee should come one each from the Grievance, Contract and Job Evaluation Committees as expertise in these three areas would be necessary in order to make proper

judgements on the job evaluation plans to be examined. Each Committee had come forward with a nominee: Grievance Ctee. - G. Fisher, Contract Ctee. - A. Anderson, Job Evaluation Ctee. - Rosemary Paige.

**MOVED:Erickson/SECONDED:C. Abbott**  
That the Joint Job Evaluation Committee consisting of G. Fisher, A. Anderson and R. Paige be ratified.

CARRIED

## 7. SECRETARY-TREASURER'S REPORT

Diana reported on the major financial issue at the convention; the per capita tax. Two constitutional amendments were defeated when brought forward, and the amendment that was finally passed was a flat rate of \$0.50 per member, per month, for two years, which will go directly into the Defense fund and will be used to help reduce the loan due from the General fund to the Defence fund. Diana also reported the election of a new Secretary-Treasurer; Judy Darcy who was formerly a General Vice-President. Jean Claude Laniel stepped down because of health reasons.

Diana reported that a written report of the allocation of the funds from the assessment will be available in the next newsletter and will be brought forth at the next membership meeting. She reported that she is currently working on the 1990 budget and will bring it forward at the next meeting.

## 8. BUSINESS AGENT'S REPORT

Rhonda reported that the organizing project is almost complete. The Shop-Steward training course has 12 members and the Health and Safety course has 14 members. She also thanked Chuck Erickson, Joanne Steven, and Leslie Hodson for their support. Her recommendations included the drafting of terms of reference for the Shop Steward Committee, more training for the Shop Stewards at the workplace and emphasis on recruiting for "special" areas. She reported that there will be courses available in 1990 on Union Counselling, and Advanced Steward Training which she encouraged members to attend.

Paul Tetrault reported on the ongoing grievances, we currently have 80 grievances, 1/3 of which are now in arbitration. He encouraged the members to be the eyes and ears of the Union, and if any member saw or heard anything which they thought unusual or a violation of the Collective Agreement to contact the Union office. He also reported on the ongoing problem with the new Vision Care Package i.e. the University's interpretation of the new language is contrary to the Union's understanding of the intent of the language as it was negotiated at the bargaining table. They wish to apply the same terms that apply to other coverage under the Extended Health Care Plan - the \$25 deductible and then 80% paid. It was and is the Union's position that the \$150 was to be paid out with none of these restrictions. Paul also reported that if there are any WCB claims or inquiries to please call him at the Union office.

## 9. COMMITTEE REPORTS

## i. Communications Committee

Richard Melanson reported that the newsletter will be 7 days later than usual. November 3rd is the deadline for anyone who wants to submit something for the newsletter. We still need labelers for the newsletter. There will be a special newsletter coming out to report on the CUPE National Convention.

## ii. Contract Committee

Ann Hutchison reported that we are still awaiting the camera ready copy of the new contract from the University. The Contract Committee met with the University 3 weeks ago and the Employer accepted the changes the Contract Committee requested. There is a problem with the Maternity Leave agreement that was negotiated in the last round of negotiations. Greg Fisher explained to the Membership that the problem is that the Employment Insurance Act does not allow for 100% payout while on maternity leave, but will accept a 95% payout and a 5% return-to-work bonus. This being the case the original submission which called for 100% top-up was rejected by the U.I.C. The problem now is the University is refusing to resubmit the plan with the 5% change to bring it in line with U.I.C. regulations.

## Grievance Committee

Shirley Irvine reported that a manager from the library is consistently violating the Collective Agreement. She summarized two current grievances that are ongoing in this area. If anyone has any information on further violations by this Library manager, please call the Union office.

## iv. Health and Safety Committee

Steve Montgomery reported that the Health and Safety Committee is currently working on an updated list for DABS (Dept. Area Building Safety Committees) members. He also reported that the Committee would propose to the employer the institution of an earthquake safety plan, and would inquire which buildings would be most damaged in the event of an Earthquake.

Alannah Anderson suggested posting signs in public areas explaining the procedure to follow in the event of an earthquake, that would be specific and appropriate for each building. Steve replied that DABS members have a plan set for their particular building, but he would mention this idea to them. He reiterated Diana's request to sign the petition. He also reported that there will be Health and Safety courses offered in 1990 and encouraged members to sign up for these.

## 10. TRUSTEE'S REPORT

No report.

## 11. OTHER BUSINESS

**MOVED:C. Banyard/SECONDED:S. Mowat**

That this Union make a substantial contribution to the San Francisco Red Cross in aid of the S.F. earthquake victims.

## DEFEATED

The Executive recommended non-concurrence on the basis that the US is the one of the richest countries in the world - where there are millions of dollars allocated to aid victims of tragedies such as the San Francisco earthquake and that perhaps the money left in the donation fund would be better spent elsewhere where the country involved had fewer internal resources to draw on. Examples given were Jamaica, and the Caribbean Islands where recent tornadoes were devastating. Susan Zagar reported that past policy has been that any donation has to be Union related. Colin Banyard responded that despite how rich the US is, 6 million are homeless and without shelter. Nan Love reported that the Governor of California has turned down offers of donations, stating they didn't need it. Richard reported that our donation fund in the past has gone to welfare recipients at Christmas time to buy them food and gifts. So far this year we have donated out of our donation fund; \$150.00 to the CUPE National Convention assistance fund to help smaller locals to attend the Convention; \$218.00 to the Red Cross to go towards placing an add calling for more blood donors. This leaves about \$230.00 to be donated. The President stated that he didn't wish the defeat of this motion to be taken as unwillingness to donate the funds left in the budget. He encouraged members to come forward with other suggestive motions on how to spend the \$230.00 left in the donations budget.

**MOVED:Nan Love**  
That the meeting be adjourned.

The meeting was adjourned at 1:40 p.m.

member/23.min



1. Three out of every four elderly Canadians have incomes of less than \$15,000.00 a year, and of these 80% are women.
2. Six of the top Ten pension plans in Canada cover CUPE members: the Ontario Municipal Employees' Retirement System (OMERS), the Hospitals of Ontario Pension Plan (HOOPP), Ontario Hydro, the B.C. Municipal Superannuation Fund, Hydro Quebec, and Air Canada. They have combined assets of more than \$26 billion.
3. The Top Ten plans increased their assets by \$4.3 billion in 1987-88, a 9.7% increase, but the most any of them increased their pension payments that year was 4.2% Half of them gave their pensioners no indexing increases at all.
4. The elderly in Canada derive 52% of their income from public pension benefits, and only 15.7% from employer-sponsored pension plans. The rest of their income comes from job earnings and investments.
5. The country's pension funds, both public and private, hold combined assets of \$177 billion, more than one-third of our Gross National Product.
6. The control of the great majority of pension fund assets, their management and investment, is now concentrated in the hands of a few dozen trustees, trust and insurance companies.
7. All but a few private pension plans are entirely controlled by employers or their representatives. Only about 700 of the 25,000 occupational plans in Canada are even subject to contract negotiations.
8. Only one in three Canadian workers in the private sector is covered by an occupational pension plan, and only 14% of such workers get any form of pension indexing.
9. While the cumulative inflation rate between 1976 and 1986 was 110%, the cumulative increase in private pension benefits paid out over that period was only 29%.
10. Nine out of 10 private pension plans provided no inflation protection at all.
11. The chance of pension fund growth increasing faster than the rate of inflation is 100%.
12. The chance of a retiree's pension income increasing faster than the rate of inflation is zero.

## CONCERNED ABOUT YOUR PENSION?

Get the "facts" from The CUPE FACTS special issue on pensions. Call Leslie at 224-2308 to have a copy sent to you.

**GENERAL MEMBERSHIP MEETING**

**23rd NOVEMBER, 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 October 23, 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**

