

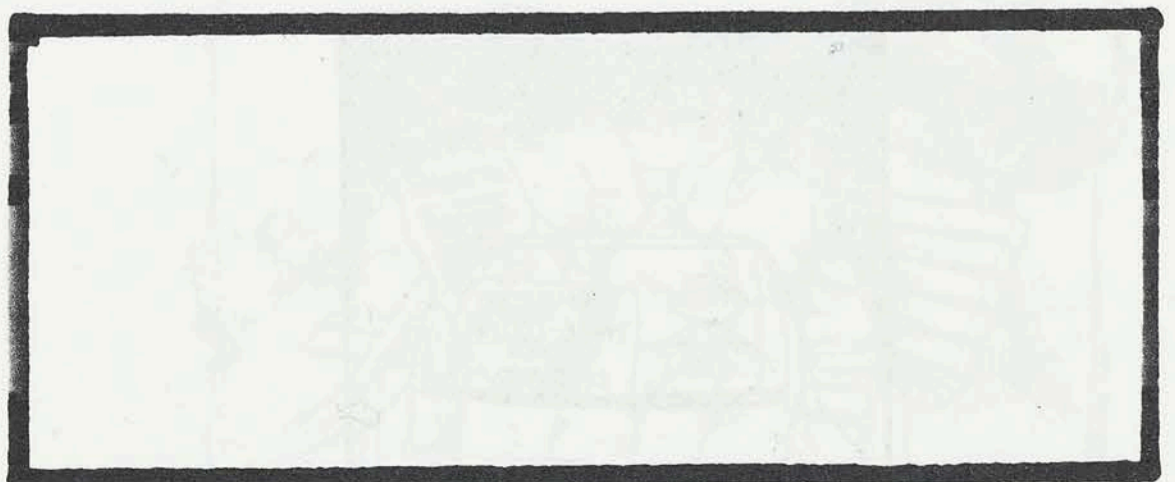


On Cue

APRIL 1991

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C.U.E. REPRESENTATIVE LIST

EXECUTIVE COMMITTEE

224-2308	President	Greg Fisher
822-8273	1st Vice-Pres.	Shirley Irvine
822-5478	2nd Vice-Pres.	Ann Hutchison
822-2882/3	Rec. Secretary	Jennifer Marten
822-6250	Health & Safety	Stephen Montgomery
822-8498	Chief Steward	Vic Wilson
822-3097	Secretary-Treas.	Polly Diether
	Job Eval.	
	Education	
822-5951	Communication Ctte.	Jan Taggart
822-2882/3	Sarg-at-Arms	Lynn Jenkinson
	Sarg-at-Arms	

TRUSTEES

822-3596	Trustee	Denise Field
822-3580	Trustee	Eniko Wilkie

COMMUNICATIONS COMMITTEE

822-5951	Janet Taggart	Catalogue Records
822-4995	Richard Melanson	Catalogue Records
222-1047	Mary Mitchell	Triumf
822-3259	Sandra Hawkes	UBC Press

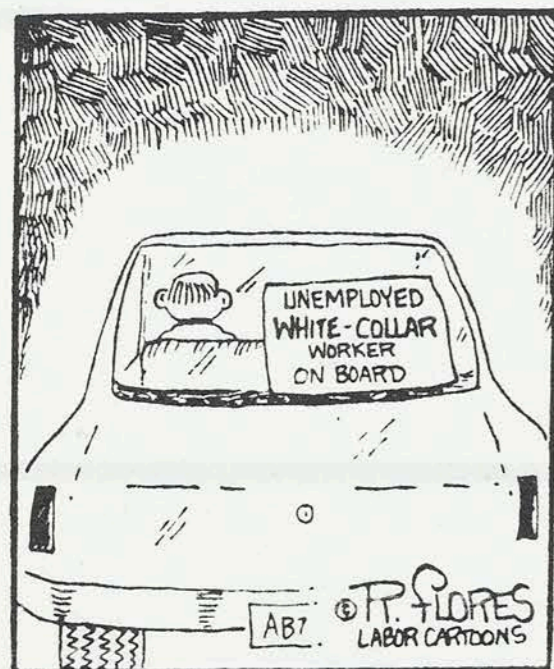
GRIEVANCE COMMITTEE

822-8273	Shirley Irvine	Commerce
822-2308	Greg Fisher	Union Office
222-5273	Rochelle delaGiroday	Cont. Education
822-5478	Avron Hoffman	Catalogue Records, LPC
822-8498	Vic Wilson	Commerce

NEW MEMBERS

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

Anne KASSIS from Continuing Education, **Jacqueline PHILLIPS** from Education, **Judith DEIR-GARNER** from Family Practice, **Rochelle SEVIGNY & Maria RUTKOWSKI** from Financial Services, **Nancy MYRAH** from Geological Sciences, **Lynda MCDICKSON** from Grad Studies, **Meilan ROBSON** from Hematology, From the Libraries... **Anita STABRAWA** (Main), **Andrea HEYRMAN** (Woodward), **Karen LECLAIR** from Dept. of Medicine (UBC), **Lindsey WEY** from Microbiology, **Adrienne WOODS** from Psychology, **Melissa LASAKTA & Holly VARNER** from the Registrar's Office, & **Winsome GREAVES** from Surgery (VGH)



HEALTH & SAFETY COMMITTEE

822-6250	Steve Montgomery	Financial Services
822-3336	Pat Fornelli	Dean's Office, Science
822-2882/3	Stephanie Swan	Woodward Library
822-4325	Rita Harder	Student Counselling

CONTRACT COMMITTEE

822-5478	Ann Hutchison	Catalogue Rec. LPC
822-2882	Alannah Anderson	Woodward Library
224-2308	Greg Fisher	Union Office
822-8444	Rosanne Kinsey	Commerce
222-2900	Wanda McNamara	Development Office
822-3891	Shehnaz Motani	Animal Science

JOB EVALUATION COMMITTEE

822-2882	Allanah Anderson	Woodward Library
822-5122	Debbi Onbirbak	English Dept.
822-2944	Rosemarie Page	Faculty of Law

STAFF

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

FAX 224-6496

CUPE 2950 April Union Meeting and the Situation in the Hospitals

Two years ago, there was a strike at the Hospitals (VGH, St. Paul's, Shaughnessy, etc.) and CUPE 2950 members voted to top up CUPE 2950 hospital members strike pay to full salary for those who respected the picket lines at the hospitals. This top-up required a special assessment of the members and was possible because the relatively small number of members involved. The hospital and the hospital Unions are negotiating a new collective agreement at the present time; a new strike in the hospitals is a possibility and our Union must have a position before the strike as to what will be the strike pay for our hospital members.

The Executive, as of the printing of this newsletter, is preparing recommendations to put forward at the April membership meeting and we are considering the following:

1. We believe that the local Union as a whole should help members who are faced with a possible new strike in the hospitals. They are being asked to respect picket lines when they themselves are not on strike. Thus, even though the CUPE National strike fund doesn't kick in until 10 days into any strike, they should be paid strike pay from day one.
2. Economics are a factor in determining the amount of strike pay in a situation like the hospitals. The CUPE 2950 hospital workers represent a relatively small number of workers and it is possible to pay these workers a very good strike pay (up to their regular net pay) for a short period time even without a new assessment. It is clear, however that if a recognized non CUPE 2950 picket line went up at the University it would be impossible to pay anything more than regular strike pay to our 1400 members on campus.
3. The Union and the University are currently negotiating for our next Collective Agreement. Should we be forced to go on strike to get a fair contract, all CUPE 2950 members, hospital members included, would receive the standard

CUPE National strike pay after 10 days on strike. The local Union strike fund would fund members for the first 10 days. If the local Union strike fund was depleted due to payment of CUPE 2950 hospital members strike pay during a non-CUPE 2950 hospital strike, then the Union could borrow money to replenish it.

4. The Executive believes that if the hospital workers go on strike, their picket line **must** be respected by CUPE 2950 members. The only 2950 members who will be working are those deemed essential by both parties. Last strike some CUPE 2950 members crossed recognized picket lines and were not penalized. The Executive is preparing a recommendation for generous strike pay for CUPE 2950 hospital members (in the event of a hospital strike) but we are also preparing a recommendation for rigorous penalties for those who cross picket lines, ignoring Union solidarity and the generous strike pay available to them.

CUPE 2950 EXECUTIVE

CONTRACT COMMITTEE REPORT

There is really nothing to report this month because we have had no meetings with the University since March 12th. Joe Denofreo, our negotiator, was unavailable for the latter part of March and our employer, now also bargaining with CUPE 116 and IUOE, is unable to meet with us until April 23rd and 24th. Our only other scheduled sessions are for May 8th & 9th.

The Contract and Executive Committees will meet jointly on April 22nd to discuss the progress of negotiations. We will need to consider our options for dealing with wage controls and the fact that a provincial election must occur by this Fall.

ANN HUTCHISON
Chair, Contract Committee



BUSINESS AGENT'S REPORT

University Closures - Dec. 31, 1990 and Jan. 8 & 9, 1991

There was many calls regarding University closures on the above dates. What happens if you worked on those days, were on vacation, sick day, flextime, etc.?

Firstly, Article 13.01 of the Collective agreement states:

Should the University, or an area of the University, be officially closed temporarily due to environmental conditions, utility disruptions, road conditions, or other reasons beyond the control of the employees covered by this Agreement, employees shall receive their regular salary during the closure. (These closures shall not be considered a Special Holiday as in Article 26).

Therefore every employee will be paid the regular salary for that day. On top of that, the University and the Union have agreed to the following:

1. Any employee who was (on University closure dates of Dec. 31, 1990, Jan. 8 & 9, 1991)
 - a) called into work
 - b) arrived at work and was asked or told to work by the supervisor
 - c) arrived at work and began working on or after the time they were to have worked, for an hour or more, before they were told to go home or realized the University was closed...

Will be paid for the time they worked or a minimum of 4 hours whichever is greater. This will be paid in addition to the regular hours they would have received for any of the days of the closure but is not double time such as a statutory holiday. As well, if the employee may choose to take the additional hours as time off in lieu of additional pay.

Any employee who turned up for a short period of time and was told to go home or realized the University will was closed will not be paid any additional pay, of course they will receive their regular salary.

However, employees on sick time, vacation, or flex time, etc. will not be given any credits for the closure.

While this might appear to be unfair to those people on those credits, it was my opinion and that of the Grievance Committee that the above settlement was the best way to resolve this matter at the present, particularly given that the Collective Agreement stipulates that the closures are not special holidays.

This agreement applies to all CUPE 2950 employees whether on campus or at the hospitals.

IRC Application

As I have mentioned in the past, the Union believes that a number of Managerial and Professional Staff and Excluded Staff are really doing work of the CUPE 2950 Bargaining Unit and should be included in this Unit. We have filed an application with the Industrial Relations Council (IRC) with a list of 120 names (approximately). After a meeting at the IRC it was agreed to start the process of investigation of these jobs by looking at 24 positions, 12 chosen by the Union and 12 chosen by the University. These positions to be considered are:

Union 12 positions: Community Relations (Asst. to Director, Office Supervisor), Continuing Education (Admin. Asst.), Main Library (Graphics Technician), Systems Division - Library (Systems Coordinator), Graduate Studies (Admissions Asst.), President's Office (3 Admin. Sec. I's, 3 Admin. Sec. II's)

University 12 positions: Registrar's Office (Admissions Officer), Legal Clinic (Admin. Asst.), Chemistry (Asst. to Head), Anatomy (Admin. Asst.), Health Care & Epidemiology (Admin. Asst.), History (Admin. Asst.), Asian Studies (Supervisor Admin.), Psychiatry (Coordination Officer), President's Office (External Affairs Coord.), Music (Admin. Asst.), Medicine (GW Program Curric. Coord.), Development Office (Fund Raising Coord.).

An Industrial Relations Officer will be coming out to the University to facilitate the investigation. The Union is continuing the investigation of other jobs which should be put on our list and if you have any information on any position (A & P or other) which you feel might be doing Union work, please contact me at the Union office. The Union is pursuing this matter because it does not feel that Union members should have to lose Union rights in order to get promoted to a higher paying A & P position, nor do we feel that A & P people should be doing Union work (often at unpaid overtime).

It is the Union position that any job brought back into the Union will have at least as much benefits or remuneration as they have now. The University and the Union will have the legal obligation to negotiate these benefits or remuneration.

PAUL TETRAULT
Business Agent

PRESIDENT'S REPORT

Bomb Threat Policy

I had a lengthy meeting recently with Gordon McLean, UBC's Director of Security. It seems that although they hope to have one in place by the end of the summer, UBC has no written policy on bomb threats. Mr. McLean informed me that it is currently UBC's position that every threat will be treated individually. Evacuation is not assured - a search is. This would be in keeping with the practises followed in the recent spate of bomb threats. When we talked though some things became clear. When staff were asked if they would participate in the building search the voluntary nature of this request was not always stressed enough. Mr. McLean says it will be from now on. It was also never clearly stated to staff in these threatened buildings that they could leave the building at any time without fear of reprisal if they weren't comfortable with staying until the "all clear". Mr. McLean assures me this will change immediately. I also pointed out that although staff and students in the building might have been informed, UBC Patrolpersons had not been informing people coming in to the building that a threat was on. They will now be told.

Job Evaluation

I hope you've taken time to read the articles in last month's and this month's newsletters. Don't forget we have a special guest speaker coming from the CUPE Regional office (Carole Cameron) to the April membership meeting. It's important that the membership understand why a good Job Evaluation plan is crucial. A bad plan is crippling. UBC agrees we have a bad plan in place now. The problem is that they propose we replace it with a plan just as bad. It's hard to believe that they are serious about wanting to correct the inequities present in our pay structure. Especially when you examine the history:

- we brought up the CUPE Plan at last contract negotiations
- UBC said they "hadn't turned their minds to this" so,
- the Joint Job Evaluation Committee was born, to evaluate plans and agree upon one by next Contract negotiations
- out of the blue, UBC invites us to be on "President's University Wide Advisory Committee on Job Evaluation" now they say they had been planning a large committee investigation process before we brought the subject up.

- when our negotiated committee (just us and UBC) met we told them of our concerns regarding the possible confusion of the two committees. They assured us this wouldn't be a problem.
- we also asked them if they had done any investigation to prepare for our meetings.
- even though they said "no", we found out later they had hired an outside professional consultant one month previous.
- both parties (us and UBC) were to agree upon everything sent out under the Committee name.
- the very first time anything was sent out, not only did they add on something previously specifically denied, but they sent as well a raft of documentation produced by the other committee. Their excuse - confusion.
- at the next meeting we blasted them for their "bad faith" actions, asked them to consider their policy regarding our negotiated committee and respond.
- months later, as we approached our current round of negotiations, when we asked them why they never responded, Cheryl Bucar claimed outlandishly that we withdrew. Nothing could be further from the truth.

It's hard not to feel that the large committee was created in case it would be needed to derail our committee and that in fact the University's mind was made up after it's initial discussions with the hired consultant. It seems our negotiated process was never given a chance.

Possible Hospital Strike

Yes, it's that time again. The Executive has been studying the situation, preparing a set of recommendations and by the time you read this, meetings will have been held with our members at all the hospital locations for their input. These recommendations will be debated and decided upon at the April membership meeting.

See you there!

GREG FISHER
President
(& Union Organizer)

TRUSTEES REPORT

I would like to welcome Eniko Wilkie as a new Trustee.

The following is the text of a report that I gave at the March 21st membership meeting.

On March 11th & 12th, I was booked off to be present when our books were being audited for the year end.

I spent some time examining the records and found some things that need attention:

1. Cheques have been signed by the recipient - no one should sign a cheque payable to themselves.
2. Cheques have gone out of the office with only one signature. (2 are required)
3. Donations to two causes have been made in the past month. When I checked the minutes of the Executive meetings, I could find no proper notice of motion to donate any money to anything.
4. There was an incorrect rate used on the per capita tax to CUPE for a couple of months in 1990 which has resulted in us owing to CUPE something a little over \$5,000.00 in 1991. This error was due in part to the inexperience of the Secretary-Treasurer at that time.
5. The Secretary-Treasurer brought it to my attention that it appeared we were paying double to WCB for the coverage for Paul & Leslie. I contacted Dave McAdam in payroll and have straightened this out and we will be receiving a credit to our account for 1990. It appears the amount to be credited will be over \$400.00

The Executive in October of 1990 voted to disallow the booking off of Trustees to attend Executive meetings. Trustees are not technically part of the Executive, but historically, Trustees have always attended Executive Meetings. Since Executive meetings begin at 2:30 p.m. the Trustees do not now attend these meetings.

The result of this is that I have had to rely on the minutes of the Executive meetings. These minutes have not been of a caliber that would allow anyone to know exactly what is happening at Executive meetings. At the time that the vote to disallow Trustees to attend Executive meetings was taken, it was also decided that the Trustees "can be booked off, in fact they may be booked off in order to fulfill their duties or for other reasons as determined by the Executive". Except for the year end - this is not happening now.

As you might imagine, it is increasingly difficult for the Trustees to do a proper job, as elected to do so.

Until about two weeks ago, I was not even receiving any communications that were sent to the Union office. It seems that to keep the Trustees in the dark as much as possible is the order of the day.

DENISE FIELD
Trustee

SECRETARY TREASURER'S REPORT

Firstly, just to clarify a few items in the Trustee's report regarding cheques:

The cheques to which Denise refers to as having been signed by the recipient number only a few. All were cheques for reimbursements to Greg Fisher and all were made out by me and signed by me. Greg was simply the secondary signature. A process is in place at the banks where we have accounts so that no cheque is cashed without 2 signatures from the specified signing officers. No one individual can make out, sign and cash a cheque on their own.

Several hundred cheques were issued by the previous Secretary-Treasurer and myself in 1990. Two were inadvertently mailed without the necessary second signature. In both cases our bank notified us of the error and held the cheque until we sent a second signing officer. Neither cheque was cleared until it received the necessary signature. These incidents were unfortunate inconveniences to the cheque recipients rather than a grand threat to the financial integrity of the Union.

I have written two donation cheques for \$100 each so far this year (\$100 per month allowed for in the 1991 budget). The motions to donate these monies were moved, seconded and approved at an Executive meeting on Jan. 10, 1991.

On a general note, cheques are written on our Union account only by me except in extraordinary cases and then, only with my prior approval. Apart from these rare occasions when I am unavailable all cheques are signed by me.

Please review the February statements. Our yearly audit, done by Dunwoody & Co. on March 11th & 12th should be available soon.

POLLY DIETHER
Secretary-Treasurer

The Executive Comments on the Trustee's Report

In her report to the membership at the March 21st meeting and now in her newsletter report, the Trustee, Denise Field, has made some serious allegations. We would like to reply for the record.

Points one through five are addressed in the Secretary-Treasurer's report as they specifically pertain to her responsibilities.

Trustees Not Part of Executive

In September, 1991 it came to the Executive's attention that the Trustees are not constitutionally part of the Executive.

CUPE Constitution -- B 2.2 P.50

Each Local Union shall have an Executive Board consisting of its President, Vice-President, or Vice-Presidents, Secretary-Treasurer, Recording Secretary, and such other officers or Executive Board members as the Local Union deems necessary for the conduct of its business, **except that the Trustees shall not be members of the Executive Board.**

The Executive continued (on an interim basis) to book off the Trustee for Executive meetings and on Oct. 23, 1991 after a discussion a motion was made and carried...

MOVED:Hutchison/SECONDED:Diether

The Trustee be booked off as a part of the Executive until the end of the current Trustee's term (Dec. 31, 1990). After the end of the current term (Dec. 31, 1990) then the Trustees will not be booked off as part of the Executive for Executive meetings.

CARRIED

This motion was carried in recognition not only of B 2.2 of the constitution but as well the very specifically defined role of the Trustee:

CUPE Constitution -- B 3.11 P. 54/55

The Trustees shall examine the books and records of the Secretary-Treasurer and inspect or examine all properties, bonds and all other assets of the Local at least half yearly or every six months, and shall report to the next regular meeting of the Local Union following the end of each half year on the condition of the funds and accounts, the number of members in good standing, the number initiated, expelled or suspended, admitted or withdrawn, together with such other information they may deem necessary to the efficient and honest administration of the Local Union. They shall transmit a copy of such report to the National Secretary-Treasurer of the Canadian Union of Public Employees.

One can see from the motion that although now that we had had this incongruity brought to our attention we had to correct the situation, no one wanted to change the ground rules "mid-term" for the Trustee. Unfortunately she neglected to inform us at either meeting where it was discussed that she (the Trustee) felt her term extended to the end of 1991 and not 1990. Of course with two Trustees now we must have a single policy.

The Trustee is perfectly aware that although Executive meetings normally start at 2:30 p.m. they also normally go until 5:30 or 6:00 p.m. or even later. She has been specifically invited to attend after her work day when she has topics she wishes to discuss and she has also been assured that wherever possible her items will be moved to the top of the agenda. If she does not now attend, this is her choice.

Executive Minutes

Although it is true that there have been some small mistakes in the minutes in the last couple months, it's also true that the Recording-Secretary is quite new to her position. Steps have been taken to improve the quality but they have never been so bad that one couldn't tell what was happening, especially in terms of the finances (the sole area of interest for Trustees) - all expenditures except for day to day office supplies are covered by motion (Executive meeting minutes are available for viewing anytime at the Union office).

Apart from the Executive meetings, the Trustee **has** been booked off on a regular basis since Oct. 1991 to assist the Secretary-Treasurer and fulfill her responsibilities: Dec. 18 - all day, Jan. 18 & 22 - all day, Mar. 11 & 12 - all day.

The new Trustee, Eniko Wilkie, has already been booked off for April's month end and one Executive meeting (to assist her in moving into her new position).

The Executive has done nothing that would make it difficult for the Trustee to fulfill her responsibilities as detailed in the constitution and we remain ready to assist her in any reasonable way. Both Trustees continue to receive copies of all correspondence pertaining to the finances of CUPE Local 2950.

Finally given all the above, we feel that it is illogical and unreasonable for Denise Field to conclude that the Executive has a policy of keeping the Trustees in the dark. The facts just don't support her.

CANADIAN UNIVERSITY EMPLOYEES
CUPE LOCAL 2950
Interim Statement of Income
2 Months Ended 28 February 1991
(Unaudited - See Notice to Reader)

	Curr. Month This Year	Actual Yr.- to-Date	Budget Yr.- to-Date	Over/(Under Budget
REVENUE				
Dues & Initiation Fees	35,663.49	71,178.04	69,000.00	2,178.04
Interest Income	3,015.64	4,589.26	3,150.00	1,439.26
Donations and Other	0.00	0.00	50,700.00	(50,700.00)
C.U.P.E. Grant	0.00	0.00	0.00	0.00
Expense Recovery	0.00	0.00	0.00	0.00
	38,679.13	75,767.30	122,850.00	(47,082.70)
EXPENDITURES				
Arbitration Expense	(162.55)	4,234.75	50,500.00	(46,265.25)
Contribution to Strike Fund	0.00	0.00	0.00	0.00
Course Fees and Conferences	3,315.87	8,499.02	9,500.00	(1,000.98)
Depreciation	206.00	412.00	400.00	12.00
Donations	0.00	200.00	200.00	0.00
Subscriptions	0.00	125.00	350.00	(225.00)
Equipment Lease	286.26	572.52	600.00	(27.48)
Executive & Committee Expenses	191.33	232.53	300.00	(67.47)
Exec & Comm Booking Off	2,331.60	4,131.60	3,600.00	531.60
Insurance	64.33	128.66	150.00	(21.34)
Interest & Bank Charges	0.00	0.00	20.00	(20.00)
Accounting Fees	401.25	802.50	800.00	2.50
Medical Benefits--Members	1,296.16	3,296.16	4,000.00	(703.84)
Newsletter	952.30	951.70	1,700.00	(748.30)
Office Supplies	45.53	291.41	800.00	(508.59)
Per Capita Tax -- C.U.P.E.	17,882.07	35,771.21	36,380.00	(608.79)
Postage/Courier/Fax	0.00	32.10	100.00	(67.90)
Printing	71.17	142.36	400.00	(257.64)
Legal/Professional/Consulting	0.00	0.00	200.00	(200.00)
Rent & Taxes	1,110.13	2,272.26	2,200.00	72.26
Repairs & Maintenance-General	16.00	197.60	250.00	(52.40)
Repairs & Maintenance - Equip	120.83	241.66	340.00	(98.34)
Salaries - Union Office Staff	8,312.00	16,974.91	17,525.00	(550.09)
Benefits - Union Office Staff	1,677.45	2,985.61	4,000.00	(1,014.39)
Taxi & Parking Expenses	254.66	471.02	300.00	171.02
Telephone	293.58	69.10	700.00	(630.90)
Utilities	29.54	177.97	160.00	17.97
	38,695.51	83,213.65	135,475.00	(52,261.35)
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES FOR THE PERIOD	(16.38)	(7,446.35)	(12,625.00)	5,178.65

CANADIAN UNIVERSITY EMPLOYEES
CUPE LOCAL 2950
Interim Balance Sheet
28 February 1991
(UNAUDITED - SEE NOTICE TO READER)

GENERAL FUND		ASSETS
Current		
Cash		\$ 63,869.47
Petty Cash		200.00
Term Deposits		70,000.00
Accounts Receivable		36,323.49
Prepaid Expenses		2,136.52
		172,229.48
Fixed		
Furniture & Fixtures		7,810.46
Computer Equipment		21,319.01
Leasehold Improvements		7,286.80
Less accumulated depreciation		(20,832.40)
		16,583.87
		188,813.35
STRIKE FUND		
Cash & Term Deposits		44,675.72
Investments at Market Value at 31/12/89		149,860.80
Due from General Fund		0.00
		194,536.52
		383,349.87

MARCH 29 - APRIL 25 1991 - OPENING MARCH 29 - 8PM

helen siwak
tools' sanctuary - mixed media drawings

mini-beach - new iron and wild works

WMSH GALLERY OF MODERN ART - 160 W. CORDOVA ST.

Art exhibition by a
member of CUPE 2950.
(Editor)

BY CAROLE CAMERON

Job Evaluation

This important issue is on the bargaining table right now. Here is an explanation of our proposal, and a look at the university's preference.

Last month we provided you with basic information on job evaluation. This month, we provide information on the CUPE Job Evaluation Plan, as well as policy capturing type plans. The Union has proposed the CUPE Plan as a contract demand, while the University is proposing one of three consultants' policy capturing type plans.

OUR GENDER-NEUTRAL PLAN

THE CUPE Gender Neutral Job Evaluation Plan conforms to several provincial pay equity acts that are in place in that it measures four main factors -- skill, effort, responsibility and working conditions. It is a weighted point factor plan which is gender neutral and applicable to all jobs. A joint committee process is used to establish and complete the step by step procedure.

The CUPE Gender Neutral Job Evaluation Plan has no copy-

right. It can be tailored to a specific work place. The plan has been successfully fine-tuned to take into account the differing styles of the workplaces CUPE represents.

The CUPE Gender Neutral Plan measures the elements of work that are present to a certain degree in all jobs. To do this, the four main factors -- skill, effort, responsibility and working conditions have been sub-divided into eleven sub-factors. Each of these sub-factors measures the various compensable components that make up the job being reviewed. By measuring each of these compensable factors and assigning a numerical value to them, the plan places a numerical value upon a job. The value is used for comparing jobs according to their relative worth. This consistent application of the measurement of jobs is the purpose to which a job evaluation plan is put.

With respect to job analysis and job descriptions, CUPE recommends that those who know the jobs best -- the incumbents and their supervisors -- have direct input into the content of the job descriptions on the basis of the duties actually being performed. Job descriptions can then be prepared based on the information received from the incumbent and supervisor.

CUPE recommends that the Job Evaluation Committee be composed of equal number of both Union and Management, and males

and females as well as alternates. Members are selected from a cross section of jobs and departments throughout the organization. Training is given to the committee on Job Evaluation procedures.

Notes are provided to assist the Joint Job Evaluation Committee members in understanding the sub-factors. It is critically important that the sub-factors be clearly understood and interpreted in a consistent manner. It would be self-defeating if the sub-factors were to be interpreted differently by different rating teams, as they change over time. Objectivity rather than subjectivity is important.

It is fundamental to the task of Job Evaluation that the Joint Rating Committee be aware that they are not rating individual employees' performance. Job content information should be found within the job questionnaire, job description, interviews and/or work site visits.

In summary, the exercise of job evaluation measures the job as it currently exists. It does not measure an individual who performs a job, nor does it measure a job as it is likely to change in the future. Changes in job content need to be addressed by a reclassification and/or maintenance procedure at the time that they actually change.

Please read on ...

Upon completion of the rating procedures, the work of the Joint Job Evaluation Committee is turned over to the negotiating committee for the allocation of wages. The difference in function between the rating committee and the negotiation committee is an important part of the CUPE program. The relationship between jobs and pay must rest with those responsible for wage and salary administration -- the bargaining committee.

Lastly, CUPE recommends that appropriate maintenance procedures be jointly developed to maintain the pay equity program.

POLICY CAPTURING PLANS

THERE ARE MANY consultants with policy capturing type job evaluation plans to sell. The University is proposing either the Hay, Wyatt or Coopers Lybrand plans. What is policy capturing? The definition of policy capturing is in the term itself. It is a means used to capture wage policy.

Computer based, it uses statistical techniques (multiple regression) to generate an equation that answers the questions: What weighting of the sub-factors would produce the ranking of jobs on a new job evaluation program closest to their ranking by the current wage structure. That is, what weighting would best reflect the current pay structure or what subfactors is the employer currently paying for? Then points are applied to produce these results.

Policy capturing uses a closed questionnaire to get information on jobs. This questionnaire relates to factors in the existing wage structure. Factors that have the highest correlation to the existing wage structure, that is the ones that most influence the wage

structure, are given the highest weight. The closed questionnaire is the only source of information about jobs. The computer will also produce job descriptions based on the closed questionnaire information.

However, this process is very costly and the university may not choose this option. CUPE believes accurate job descriptions are useful to our members.

Employers usually wish to reflect labour market conditions in their wage setting practices. Employers like policy capturing plans

"The university attempts to maintain the pretense that this is a joint process. We wish it would use a standard weight and point plan."

because they have the appearance of objectivity even though what is revealed are the values implicit in the current pay structure, which may not be those all the parties now hold; it produces the weighting that is likely, in general, to produce the smallest adjustments in pay; it is likely to lead to the least disruption of established pay relationships; they are computer aided therefore less labour intensive after the fact and can be managed externally by the consultant relieving the employer or the parties of this.

Here are quotations from the Wyatt brochure:

- WYCOMP helps you identify the necessary adjustments to reflect your pay philosophy;
- With WYCOMP, you can test the cost impact of many hypothetical adjustment scenarios, before setting one in place;
- MULTICOMP: A multiple-di-

mension based job evaluation approach which uses a closed response questionnaire and multiple regression analysis to predict job values consistent with your compensation strategy and the philosophy of your organization.

CUPE represents more than 75 percent of the employees to be covered by the program. The university has not been able to sit down and negotiate a job evaluation plan and come to an agreement with us.

No job evaluation method has been designed or operates in a bias-free environment. However, the anticipated results of a job evaluation program should not guide its design. It is for this reason we wish the University, which has maintained the pretense that this is a joint process, to use a standard weight and point plan -- such as the CUPE plan -- to evaluate our members' jobs.

Carole Cameron is a CUPE National Job Evaluation Representative. She works from the union's British Columbia Regional Office in Burnaby.

17th January, 1991

MINUTES

The meeting was called to order at 12.45 p.m.

1. ROLL CALL OF OFFICERS

Greg Fisher	President
Shirley Irvine	1st Vice President
Ann Hutchison	2nd Vice President
Polly Diether	Secretary-Treasurer
Vic Wilson	Chief Shop Steward
Jan Taggart	Communication Ctte.
Stephen Montgomery	Health & Safety
Jennifer Martin	Recording Secretary
Lynn Jenkinson	Sergeant-at-Arms
Paul Tetrault	Business Agent
Joe Denofreo	CUPE Representative

1. ADOPTION OF AGENDA

MOVED:Erickson/**SECONDED:**Swan
That the agenda be adopted as amended.
CARRIED

2. ADOPTION OF MINUTES of Nov. 22nd, 1990 & Dec. 6th, 1990.

MOVED:Erickson/**SECONDED:**Swan
To adopt the November 22nd minutes as amended.
CARRIED

MOVED:Erickson/**SECONDED:**Love
To adopt the minutes of December 6th, 1990.
CARRIED

3. BUSINESS ARISING

- Two previously tabled motions regarding office staffing (December 6th)
- Clinton Meyer's motion to amend the Executive recommendation motion to the effect that no Executive member be allowed to hold dual positions i.e. be on Executive and be new position holder.
 - The motion from the Executive recommending the creation of the Union Organizer position and the disbursement of the funds collected by the approved dues increase.

MOVED:Swan/**SECONDED:**Erickson
That tabled motions be raised from the table.
CARRIED

The Chair inquired if Mr. Meyers would like to speak to his motion - Mr. Meyers was absent, so after some brief discussion the question was called:

MOVED:Meyers/**SECONDED:**C. Abbott
That no member of the Executive be able to hold dual positions even in the year of 1991
DEFEATED

The assembly moved on to discussion of the outstanding Executive motion

MOVED:L. Young/**SECONDED:**E. Ellis
For the transitional year Step A for first 6 months, then Step B, then beginning January 1, 1992 Step C.
CARRIED

MOVED:Erickson/**SECONDED:**Diether
That the hiring committee include up to 3 volunteer members from the membership at large present here today.
CARRIED

Volunteers at this time:
Joanne Laphorne Loc. 8107
Jan Carroll Loc. 0710
Loesha Young Loc. 3416

MOVED:Erickson/**SECONDED:**Swan
To add in "Health & Safety" to line 8 of the position description.
DEFEATED

MOVED:Wilson/**SECONDED:**Swan
"Work with the Business agent to ensure that the Local Union has a properly functioning Health & Safety Committee" (to be line 12 in position description).
CARRIED

MOVED:Erickson/**SECONDED:**Abbott
To add to the end of part VI of the Executive motion the words: "except in matters concerning the Union Organizer position."
CARRIED

MOVED:Wilson/**SECONDED:**Hutchison
To adopt the position description as amended and approve the Executive motion as amended.
CARRIED

MOVED:Erickson
That the meeting be adjourned.
CARRIED

The meeting was adjourned at 2:30 p.m.



CALM

21st February, 1991

MINUTES

The meeting was called to order at 12:37 p.m.

1. ROLL CALL OF OFFICERS

Greg Fisher	President
Ann Hutchison	2nd Vice President
Polly Diether	Secretary-Treasurer
Vic Wilson	Chief Shop Steward
Jan Taggart	Communication Ctte.
Stephen Montgomery	Health & Safety
Jennifer Martin	Recording Secretary
Paul Tetrault	Business Agent

1. ADOPTION OF AGENDA

MOVED:L. Gordon/**SECONDED:**Taggart
That the agenda be adopted as amended.
CARRIED

2. ADOPTION OF MINUTES of January 17, 1991.

Tabled due to time constraints

3. BUSINESS ARISING

i. Hiring Committee Decision

The Chair was passed to Ann Hutchison who first reported the decision of the Hiring Committee (Joanne Laphorne, Chair, Jan Carrol, Loesha Young, Polly Diether, Jan Taggart, Vic Wilson, Ann Hutchison). There were only two applicants and a decision was made to hire Greg Fisher as Union Organizer.

MOVED:Wilson/**SECONDED:**N. Carney
That the Hiring Committee's decision to hire Greg Fisher as the Union Organizer be ratified.

At this point, as Constitutionally required Ann Hutchison read the terms and conditions of the Union Organizer position as amended at the January Membership meeting (see attached).
CARRIED

ii. 1991 Budget

Chair was passed to Polly Diether who presented the proposed 1991 budget.

Discussion followed...
Strike Fund - there will be a policy discussion in the near future.

Medical LOA - premium billings - Greg Fisher reported on the Executive's continuing efforts to determine appropriate ways to cut costs in this area.

Affiliation - BC Fed of Labour or CUPE BC Division?

MOVED:Diether/**SECONDED:**Wilson
That we ratify the proposed 1991 budget.
CARRIED

iii. Contract Committee

Ann Hutchison reported on how negotiations were going, 8 meetings have been held to date with nothing settled other than a few housekeeping changes: leaves, seniority, grievances, hiring transfer and promotion, miscellaneous issues, monetary issues are all outstanding.

Stephen Hammond is meeting resistance to our expedited arbitration proposal in his committee. The major issue is the difficulty of booking arbitrators for two or three days at a time. Through the Grievance Committee we presented the option of calling in arbitrators for only 2-3 hours at a time. The delay in arbitration is a good example of "Justice delayed is justice denied" Management stalled so long over settling the Flex-time in Social Work Library grievance that people never got their "day in court".

The CUPE Job Evaluation Plan has been presented to the University for 1 1/2 days by Gabriel Ethier & Carol Cameron.

Cheryl Bucar's reply stated things which had been refuted already by the presenters. We can't agree to any plan which is based on "policy capturing"

Carol Cameron, from the CUPE Regional office, to present on this at our next general meeting in order to educate us about the details of the plan. Paul wanted us to watch carefully for the Sacred Government coming down with wage controls.

Affiliation -- Whether to join the BC Federation of Labour or CUPE BC Division is still to be decided.

The meeting was adjourned at 1:35 p.m.

Budget quotables

CALM

■ "I believe it was none other than Brian Mulrooney who mumbled something recently about the necessity of standing up to a tyrant. That's precisely what we're going to have to do in the federal public service."

- John Baglow, national director,
Public Service Alliance of Canada

■ "There is no one decision that means the end of universal medical care, rather it's like the boiling of a frog, increasing the temperature by one degree at a time, so the frog never notices what's happening. Nevertheless, at one point, the frog will be done - dead."

- NDP Member of Parliament, Bill Blaikie

Quotables

CALM

■ "RECESSION GIVES LIFT TO COLLECTION AGENCIES"

- Headline in Wall Street Journal, March 8

■ "When a man tells you that he got rich through hard work, ask him whose."

- Don Marquis

■ "In the world as it is today it is necessary for some people to die. They die every day, anonymously for the most part, so that the system can keep on running smoothly. They do not die by choice; they do not die for a noble cause; they die from starvation and violence over which they have no control. Because our economic system is geared toward creating markets and profits rather than toward serving and supplying human needs, it is necessary that some of us die for the benefit of the rest."

- Shelley Douglass, Ground Zero

21st March, 1991

MINUTES

The meeting was called to order at 12:45 p.m.

1. ROLL CALL OF OFFICERS

Greg Fisher	President
Ann Hutchison	2nd Vice President
Polly Diether	Secretary-Treasurer
Vic Wilson	Chief Shop Steward
Jan Taggart	Communication Ctte.
Stephen Montgomery	Health & Safety
Jennifer Martin	Recording Secretary
Paul Tetrault	Business Agent

2. ADOPTION OF AGENDA

MOVED:Field/**SECONDED:**Krowchuk
That the agenda be adopted as amended.
CARRIED

3. ADOPTION OF MINUTES of February 21, 1991.

MOVED:Field/**SECONDED:**Abbott
That the minutes of January 17 and February 21, 1991 be tabled until next meeting so that amendments can be made.
CARRIED

4. BUSINESS ARISING

None

5. NOMINATIONS

Greg informed the membership of the status of the Trustee situation. Denise Field has one year remaining in her term (till Dec. 31, 1991).

Eniko Wilkie (Trustee by acclamation, end of term Dec. 31, 1992) read the oath of office. Nominations remain open for one Trustee (end of term Dec. 31, 1993) and a Sergeant-at-Arms.

6. PRESIDENT'S REPORT

i. EAP

We can expect a final proposal presented by May in order to be included in next years' University budget. All of the people at the table recognize the need for existence of this plan. Ann H. added that we are also maintaining the principle that the EAP office be located off campus.

ii. Political Speakers

That two speakers from the 2 major political parties be asked to speak at a future general meeting.

MOVED:Kinsey/**SECONDED:**Miele
That we ratify the recommendation of the Executive
CARRIED

7. BUSINESS AGENT'S REPORT

i. Paul reported on the Industrial Relations Council Section 34 application. The University's 12 positions were basically Administrative Assistants. We are quite concerned that we are losing positions which could be promotions for Union members and the misinformation that they will lose money for rejoining the Union. One or two new employees of the President's Office are Union employees.

ii. Some progress has been made in arbitrations. Some have been settled at a reasonable rate. Vince Ready will try to settle arbitration regarding Tuition Fees.

8. SECRETARY TREASURER'S REPORT

The next newsletter will have a budget in it. We have \$153,000 in the strike fund as of the beginning of March. David Levi on his own so we are in the process of deciding which brokerage firm to use. \$44,000 TCU transferred to CIBC. \$50,000 60 day T-Bill account.

9. COMMITTEE REPORTS

i. Grievance Committee

No report

ii. Health & Safety Committee

We have 8-10 people attending Repetitive Strain Injury course. The Committee is concerned that parking and security procedure in the event of a bomb scare will be one of non evacuation. In November 1991 there will be H&S week, Stephen called for topics of concern to be given to the Committee.

iii. Communication Committee

Volunteers needed for the newsletter. April newsletter deadline is April 3rd.

iv. Education Committee

No report

v. Contract Committee

Hiring/Transfer/Promotion package currently being discussed. Suzan Zagar gave comparative statistics in which VCC library employees earn more than UBC Library employees.

10. TRUSTEE'S REPORT

Denise Filed has recently gone over the finances of the Union. She sited these errors and omissions:

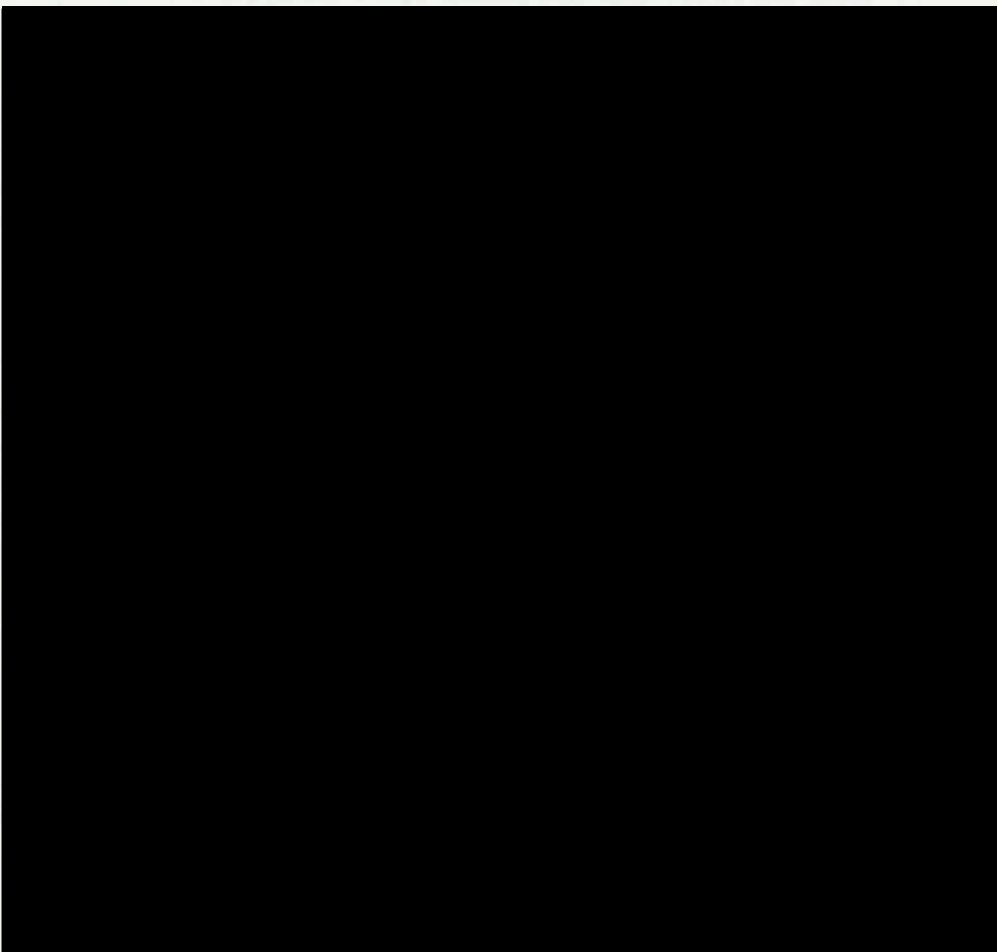
- i. No recipient should sign checks payable to themselves.
- ii. Some cheques have been sent out with only one signature.
- iii. Two donations were made without a motion being recorded in the minutes.
- iv. CUPE National was owed \$5,000 error rectified
- v. Double payments to the WCB for Leslie & Paul. This is now straightened out giving the Union a 1990 rebate of approximately \$400.00.
- vi. May be booked off to fulfill their duties. What are the constitutional duties of the Trustee? Greg quoted the Constitution B.2.2 P. 50 & B.3.11 P.54/55.

Recommendation from Executive to the next general meeting regarding the possible HEU strike.

The meeting was adjourned at 2:35 p.m.

Highest minimum wage in the Yukon

CALM



MAYWORKS

MAY 1 - 5, 1991

LINE-UP OF EVENTS

May 1, Wednesday, 7:30 pm

MAY DAY CABARET

Folk singer Utah Phillips & Guatemalan musicians Kin Lalat. \$12

Speakers: Musqueam elder Vincent Stogan; Nancy Riche, CLC; Jose Canchola (Ctre. of Info. & Immig. Studies, Mexico)

• Co-sponsor: May Day Trade Union Committee

Maritime Labour Centre, 111 Victoria Drive

May 2, Thursday, 7:30 pm **EVENING OF LATIN AMERICAN SOLIDARITY**

"The Streets Belong to Us/Las Calles Son Nuestras" Video Premiere! Trade union repression & B.C. Union Solidarity, in El Salvador, May Day, 1990. FREE

Pacific Cinematheque, 1131 Howe Street.

8:30 pm **Salsa Ferreras** - 10 piece Latin dance band; Poets & Musicians \$12

WISE Club, 1882 Adanac Street

May 3, Friday, 8:00 pm **"SWING, SATIRE & SOCIAL" CABARET/DANCE**

Sheila Gostick, feminist comedian; Margo Kane, performance artist; **RANCH ROMANCE**; country swing. \$12/\$15

Maritime Labour Centre, 111 Victoria Drive

May 4, Saturday, Noon - 7:00 pm **HOMEMADE AFTERNOON**

All Day: Union Button collectors' Exchange & Home 'Preserve' Tasting, Political Poster exhibit. By Donation

2:00 pm: Quilting Workshop & Slideshow

4:00 pm: Stories about CAIMAW

5:00 pm: Vancouver Industrial Writers Union Book Launch "More Than Our Jobs"

Maritime Labour Centre, 111 Victoria Drive

8:30 pm: **PEACE, LAND, & BREAD CABARET/DANCE**

Speakers: Gitksan & Wet'suwet'en Hereditary Chiefs, Lil'wat Peoples Movement. \$15

"A Lesson of a Different Kind" by Vancouver Sath. Lillian Allen & The Revolutionary Tea Party Band.

Maritime Labour Centre, 111 Victoria Drive

May 5, Sunday, 11am - 5 pm **MURAL ARTS SYMPOSIUM**

For unions, artists & community groups, with Juan Sanchez (Argentina); Arts in Action; Fraser Wilson & guests. \$5

Maritime Labour Centre, 111 Victoria Drive

For more information, to volunteer, or to Reserve Tickets Ph: 324-8821

Advance Tickets: Octopus Books, Black Swan or Track Records

GENERAL MEMBERSHIP MEETING

25th APR., 1991 @ I.R.C. ROOM 1

12:30 - 2:30 P.M.

AGENDA

1. **ROLL CALL OF OFFICERS**
2. **ADOPTION OF AGENDA**
3. **ADOPTION OF MINUTES OF Jan. 17th, Feb. 21st, & Mar. 21st, 1991**
4. **BUSINESS ARISING FROM THE MINUTES**
 - i. **Special Presentation by Carole Cameron on Job Evaluation**
5. **NOMINATIONS REMAIN OPEN FOR:**

Trustee (3 year term ending Dec. 31, 1993)
Sergeant-at Arms
6. **PRESIDENT'S REPORT**
 - i. **Recommendations for possible hospital strike**
7. **BUSINESS AGENT'S REPORT**
8. **SECRETARY-TREASURER'S REPORT**
9. **COMMITTEE REPORTS**
 - i. **Grievance**
 - ii. **Health & Safety**
 - iii. **Communication**
 - iv. **Education**
 - v. **Job Evaluation**
10. **NEW BUSINESS**

