

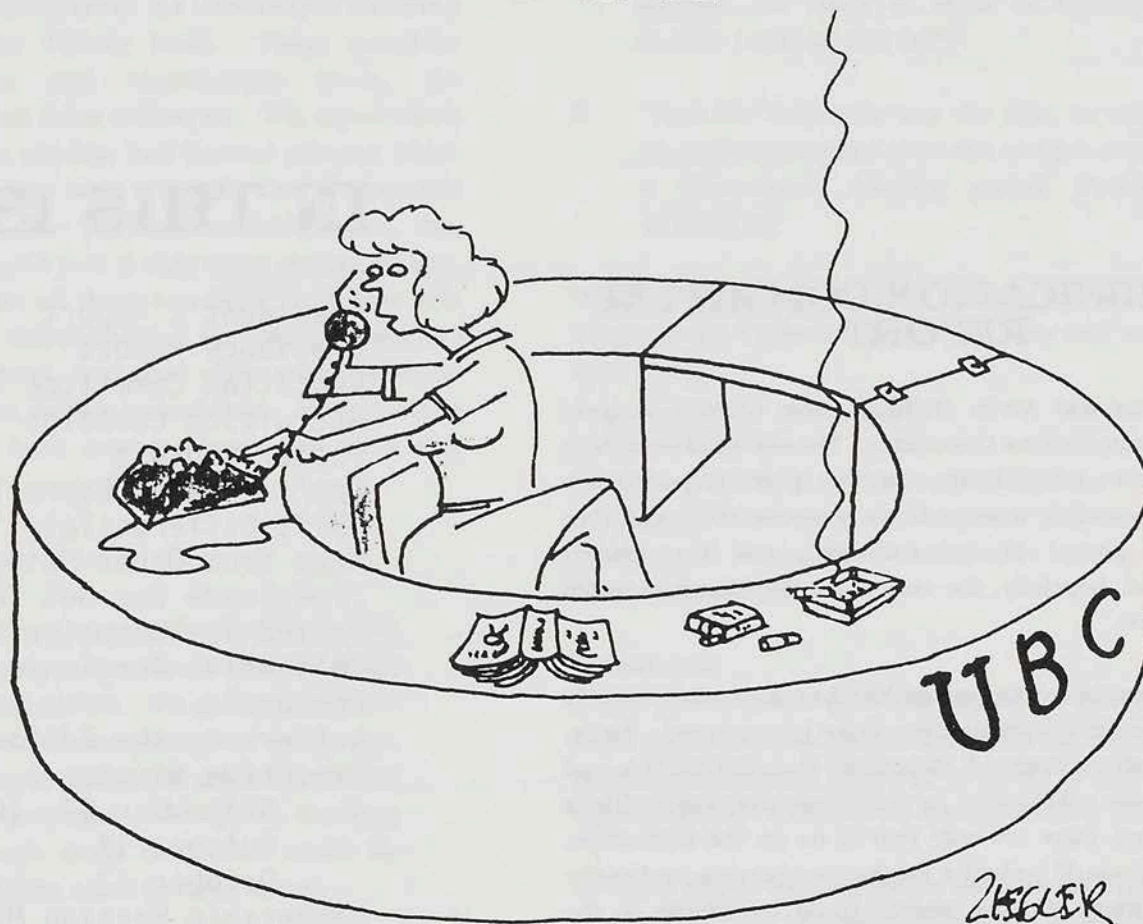


Canadian  
University  
Employees

2170 Western Parkway, U.B.C., Vancouver, B.C. V6T 1V6

224-2308

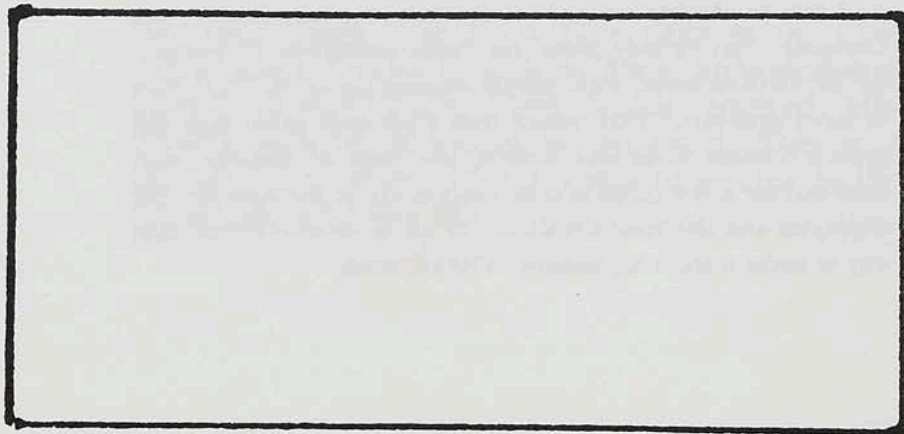
# ON CUE



*"Congratulations. You have finally reached  
Extension Five Million. Please hold."*

NOVEMBER

1988





# EDITORIAL

Retirement is not always the first thing on our minds. Maybe, we should be giving it more thought. Perhaps, we in CUE could have a better handle on the makeup of CUE members in the Pension Plan. A suggestion would be that the Pension Plan furnish to us statistical information such as the following: how many CUE members in the Pension Plan; how many members with more than 20 years service; how many members with between 10 and 20 years; how many members with less than 10 years service. This could be an annual report form.

Richard Melanson

## COMMUNICATION COMMITTEE REPORT

Ann Hutchinson and Avron Hoffman have recently resigned from the Communications Committee. Thanks are due to both of them for the many hours they've spent preparing the Newsletter and mailing it out. Such generous effort and time spent should always be acknowledged, and the present Committee (and, hopefully, the rest of the Membership) would like to do so now.

CUE's new Recruitment Campaign has had good effect already as far as the Communications Committee is concerned. firstly, three new Members (Richard Melanson, Dan Kravinchuk and Gayle Mavor) have volunteered for the Committee, joining Diana Ellis. At present, there are only four of us on the Committee, and obviously it would be better for the Membership (and easier for the Committee!) if more people could contribute to the communicating. Yes, this is again a plea for more volunteers. We feel, however, that prospective volunteers should note that contributing need not mean working twenty hours a week in the CUE office. Instead, writing (or clipping out) an article for publication, sending us a few graphics or cartoons, coming (once a month only!) to the layout/paste-up meeting with your ideas, taste and expertise can and will make an enormous difference to the quality of the Newsletter, and could take a comparatively small amount of your time. (Of course, if you want to spend more time...that would be great too.)

If you feel that helping to label and sort ON CUE for mailing is what you'd best like to do, that too is a significant contribution. And this is another example of the help the new Recruitment Campaign has already given the Communications Committee: for the October issue, eight people showed up at the CUE office to label and sort. This meant that a job that could take one person 6 hours to do was done in less than 45 minutes, with time out for a few quips and comments about the weather, the Olympics and the 'new' ON CUE. To all those who helped that day to make a chore a pleasure: THANK YOU!

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## NAMES IN THE NEWS

"MMMMM....."

## WE HAVE AN AUTHORESS IN OUR MIDST !

One of our very own "CUE" members has just had her first book published, entitled "LIQUEURS FOR DESSERT".

**Sandra Wong**, Senior Data Controller at the Computing Centre, is well known among her colleagues as a creator of scrumptious desserts. Sandra has developed, written and tested all the recipes in "LIQUEURS FOR DESSERT", and much to the delight of her co-workers, has brought in many of her creations for us to sample and enjoy.

"LIQUEURS FOR DESSERT" will be available for sale at the U.B.C. Bookstore and all other major bookstores in the very near future. Be sure to ask for it, you won't be disappointed.

**Zlata Pound** (Job Evaluation Committee) is the forerunner of a new Lower Mainland trend - she was spotted the day of the bomb scare at GSAB wearing two totally different shoes. Way to go Zlata.

## PRESIDENT'S REPORT

### Labour Relations Climate:

We are experiencing heavy squalls in advance of a ridge of high pressure. We do not expect to feel the full force of this system, however, until negotiations are underway. In the meantime, small craft warnings are being issued, and members are advised not to sail alone, and to heed all storm warnings. In the case of overturned vessels, the distress signal is 224-2308.

### Telereg:

Some months back, the Union asked the University to address a list of questions on the Telereg issue. These questions concerned authorization and classification levels, the percentage of time spent on these duties, etc. The report which was finally issued was a shoddy, half-hearted attempt which was a thorough waste of time to sit through. Out of a possible how many (?? - you tell us - ??) members with access, they interviewed THREE!! I'd call that a wide cross-section, alright. They further reported that all three are doing work that falls within the level of responsibility for their respective classifications. But are they? And what of the other questions raised? Our letter to them on this issue follows. If you are one of the chosen few who have access, please give us a call. Thanks.

Libby Nason:

Several months ago the Union raised the issue of the impact the new Telereg duties would have on those members with Telereg access. We gave you a list of questions which your committee agreed to answer. You requested a couple of months' grace in order to fully answer those questions. We agreed, thinking that a more thorough study could and would be done in two months than could be done in one.

Having met on October 12 to receive this report, we now wish to express our complete dissatisfaction with what was presented to us.

Why was the "report" based on interviews with only three people? That is a minuscule percentage of the actual number with Telereg access. Your report, which consisted only of your interpretation that the Telereg duties were not inconsistent with the responsibility level of these members' classification, does not begin to cover the set of questions which you were to answer. In fact, it does not adequately address any of them. In summary, we feel that no real attempt was made to seriously address our concerns.

We feel that the meeting of October 12 was nothing short of a thorough waste of our time. We expect that you will provide a complete report at the next meeting, as promised.

PAMELA LUNDRIGAN

### Technological Change:

Did you know that the University believes, and I quote L. Nason's letter of (date) to us:

1. "That elimination of a program or course would clearly not constitute Technological Change [Articles 19.03, 34.02 (a)]"
2. "That the University is not required by the collective agreement to provide re-training in all cases of technological change. The collective agreement does not address the issue of onus to inform/offer retraining [Article 19.05 (a) and (b)]"
3. "That the University has the right to withhold training if an employee cannot meet the new job requirements within a three-month training period, [Article 19.05(c), (j), 19.05(c) (ii)]"

Needless to say, we disagree heartily and would like to know where in the Collective Agreement they find substantiation for their claims.

### Contracting Out:

First the University utilizes only half of the 2% allowed in the temp. pool, then once we complain, they use OVER the 2%. What gives? Our guess is that they're looking to raise the cap. What do you think??

### Volunteers:

Thank you to the 30-plus who signed the Volunteer Sheet at the Sept. 15th meeting. We will be passing one around at every regular membership meeting, so those of you who haven't yet signed up won't miss out on the opportunity (heh heh heh).

To those of you who signed on for Steward Trainings (all 19!!) - a big THANK YOU!!! Two trainings will be scheduled; one set for Tuesdays, the other for Thursdays, and will begin the first week in November. Please be at the Union office on your training day at 5:00 p.m. We expect to be finished no later than 7:00 p.m. Those of you who signed up have been contacted regarding which session you are in (Tuesday or Thursday), but anyone else wishing to participate can call Pamela or Rebecca at the Union office (224-2308). Thank you again, and see you there.

## HELP WANTED

Part-time Clerk I for 1 - 2 days/week in the CUE union office. Duties to include filing, photocopying, answering the phone. Some typing required. MS-WORD experience would be an asset. This is a permanent position. Please apply in writing to the Union office by Nov 9th.



## GRIEVANCE COMMITTEE REPORT

We are frequently asked by our members about the grievance procedure. The following is a brief summary of the procedure. There are deadlines and time limits for each stage that are set out in Article 35.03 of the Collective Agreement. Once the Union is contacted by a CUE member the Union will ensure compliance with the time limits, but the responsibility for contacting the Union within the time limits lies with the member. A grievance that starts at Step I must be filed within 30 days of occurrence of the action being grieved, or from first knowledge of the grounds for a grievance. Anyone contemplating filing a grievance should remember that the provisions of the Collective Agreement are binding upon the University and that the supervisors (faculty members, administrative personnel, etc.) must comply with its provisions.

### How to Grieve:

#### Step I

If your supervisor has violated the Collective Agreement (for example, asked you to perform duties outside your job description, denied you coffee breaks, etc.), you should contact your steward or phone the Union office at 224-2308 to discuss the matter. After a discussion, if you decide to take action, the steward or union representative will arrange a meeting with your supervisor. At the meeting, the three of you will discuss the matter. If there is a satisfactory resolution, you need not go further. However, if there is no resolution, the steward will give your supervisor a grievance form outlining the articles violated and the remedy sought.

The supervisor must reply in writing within the time limits. If the supervisor's reply doesn't satisfactorily resolve the matter, the steward will arrange a Step II meeting with the department head.

#### Step II

At the Step II meeting, the steward presents a grievance form to the department head. You, your steward and the department head discuss the grievance. The department head must reply in writing within the time limits. It is possible that the grievance will be resolved at this stage if the department head overrules the supervisor. If the grievance is not resolved, it proceeds to Step III.

#### Step III

The Step III meeting involves the Union's Grievance Committee and the University's Labour Committee. The University's Labour Committee currently is composed of three persons from Personnel and some administrators from the campus. At this meeting, the Union presents the grievance arguments to the Labour Committee. The grievor is present and sometimes the supervisor. (It is the Union's position that the supervisor should always attend to answer questions, but the University is not always co-operative about this matter.)

The University must reply in writing within the time limits. If the grievance is not resolved to the Union's satisfaction, it goes to the next Grievance Committee meeting for discussion and for a vote on whether to invoke arbitration. The Grievance Committee follows all grievances from Step I on and thus is fully familiar with them by the time they reach an advanced stage. Some grievances start at Step III (those of policy, discharge, suspension, reclassification or involving more than one department.)

Before the Grievance Committee invokes arbitration, it evaluates the merit of the grievance and whether the decision could set an important precedent as to the meaning of an article in the Collective Agreement.

Our experience has been that the University has not been willing to settle grievances at the early stages with the result that we have been forced to invoke arbitration on many grievances. We have been, however, able to resolve many grievances after invoking arbitration but before the arbitration hearing.

If you decide to grieve, the Collective Agreement protects your rights as a grievor. Article 7.01 allows Union representatives and stewards to contact you at work;

Article 8.02 allows stewards to accompany you in discussions with the University; Article 9.03 prevents the University from retaliating against you for exercising your rights or for Union membership and activity; and Article 35.03 allows you to grieve violations of the Collective Agreement.

What is at issue in some of the current grievances? The next issue of the newsletter will deal with some current grievances.

**SHIRLEY IRVINE**  
Chair, Grievance Committee and  
First Vice-President

## EDUCATION COMMITTEE REPORT

### CANADIAN LABOUR COUNCIL

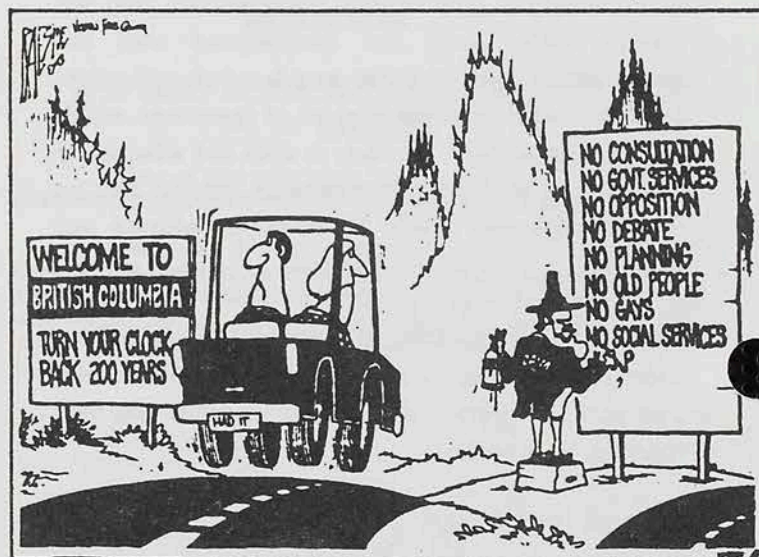
#### Evening Courses:

The CLC is offering evening courses, starting November 7th, 6:30pm to 9:30pm. Each course runs three Mondays (Nov 7 - 21) and costs \$20.00. The union will pay for these courses (after completion) for any of our members interested in taking them.

The following courses are offered:

Assertiveness Training  
Basic Arbitration  
Basic Collective Bargaining  
Basic Stewards Training  
Grievance Handler  
Privatization

For more information on any of these courses, contact the union office at 224-2308 or the CLC at 524-0391.



## NOTICE OF CANCELLATION OF GENERAL MEMBERSHIP MEETINGS

### THE SPECIAL MEMBERSHIP MEETING SCHEDULED

FOR NOVEMBER 3, 1988

HAS BEEN CANCELLED

THERE WILL NOT BE A MEMBERSHIP MEETING IN DECEMBER

DUE TO THE UNAVAILABILITY OF SPACE DURING THE EXAM PERIOD

### UPDATE ON RECRUITING CAMPAIGN

Over the past few months Pamela Lundrigan and Marion Gordon have been holding recruiting meetings for various divisions on Campus. Each week the members of the division to be visited are notified by individual letter of the time and place the meetings are to be held.

Pamela and Marion would like to thank the Theatre and English departments for phoning up to explain that they would not be able to attend. They would further like to extend their appreciation to the dedication of Joanne, Irene and Fred for their participation and suggestions. CUE strongly urges the remaining divisions to attend the meetings in their vicinity.

## CUE INTRODUCES A POSTER CONTEST

Are you full of artistic ability??? Do you watch commercials on T.V. and think "I could do better than that"??? Are you able to motivate people??? Here is an opportunity for you to combine all of these skills.

C.U.E. is currently undertaking an extensive recruiting campaign. Our aim is to inspire participation and action in your union. We would like to have a series of posters reflecting this to be posted throughout the departments on campus.

Your submissions should be drawn in black on white 8 1/2 x 11 inch to 11 x 17 inch paper and submitted to the C.U.E. Union office. The posters will be judged at the Membership Meeting in January and 3 prizes will be awarded.



# DON'T PICK ON PAYROLL PERSONNEL !!

The problem in Payroll is threefold:

## Understaffing

## Overwork of existing staff, causing:

a turnover rate of 35 in the last 2 years  
stress, burnout and disillusionment

## Inadequate training for new personnel, causing:

lack of confidence in abilities  
stress and disillusionment  
a feeling of abandonment

In 1985 the University requested Ritchie and Associates to complete a work study of various departments on campus. One of these departments was Payroll. From that time forward, problems in Payroll accelerated, mainly due to staff reductions. When the Union raised these concerns to the University (1986), the University offered assurances that the problems would be rectified. At December 1987 the problems still existed. We again raised our concerns, but to no one's surprise, they fell on deaf ears. Even the Payroll supervisor acknowledged in writing that the staffing level was insufficient, and added that the existing staff were working under a great deal of strain and several were in danger of burning out.

Over the last year, the University has done virtually nothing to alleviate the root of the problem - UNDERSTAFFING. With the turnover rate mentioned above, we fail to see how the University can expect the department to train anyone properly, let alone function effectively, if they can't keep even the staff they do have.

The problems experienced by staff in Payroll (which are inadvertently and regrettably passed on to you) can only be alleviated by the Powers That Be. In this case, please address complaints to any or all of the following (but preferably the top two!!):

**Dr. David Strangway**  
President  
228-2121

**Bruce Gellatly**  
Vice-President,  
Administration and Finance  
228-4141

**Terry Sumner**  
Director,  
Financial Services  
228-4800

**Marianne Koch**  
Comptroller  
228-2888

**Libby Nason**  
Manager,  
Employee Relations  
Personnel Services  
224-8144

The following is a copy of a letter received in the Union office on September 22, 1988, relating to late payment of shift differential.

1988 September 20

Rod Haynes  
Business Agent  
C.U.E.

File 3.6.70.103

Campus Mail

Dear Mr. Haynes:

This is to acknowledge your letter of 1988 Sep 14.

No doubt both parties can find something positive from an experience/process such as we went through, even if it's only an education!

The University is sincerely sorry the shift differential increase was not available on time, and you can rest assured that we regularly strive for perfection. That won't change.

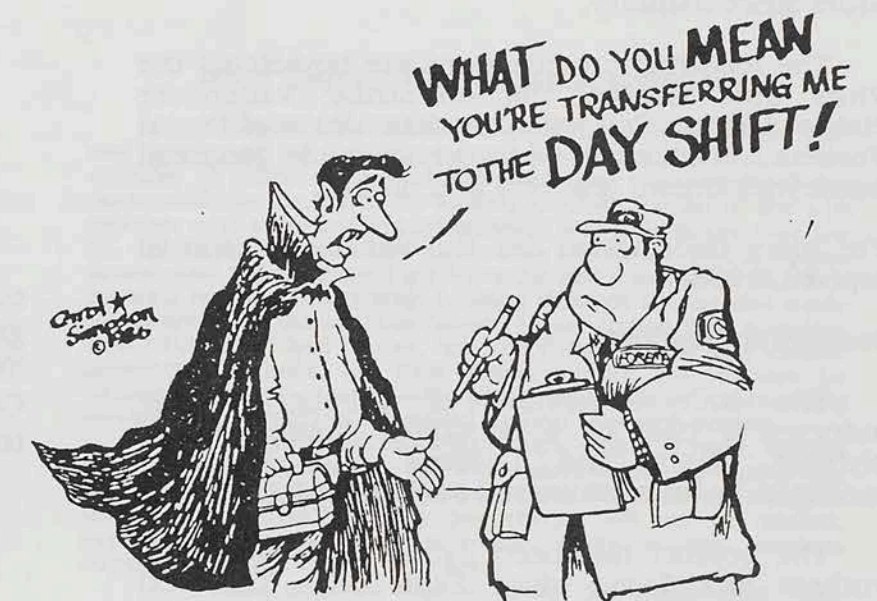
Sincerely yours,

(SIGNED)

Libby Nason  
Manager  
Employee Relations

LN/ps

cc: Labour Committee





## NEWS FROM OTHER UNIONS

### IRC loser in BCGEU deal

Vancouver Sun byline, Sept. 24, 1988

The Industrial Relations Council is the big loser in the recent contract settlement between the government and the BCGEU.

The Government itself did not use the IRC and Graham Leslie, deputy labour minister when this legislation was introduced stated this failure to be an "indictment" of the legislation.

"That's the real indictment, that the government passed law that even itself it couldn't use."

For example, the IRC was not involved in determining BCGEU essential services levels and mediators Stephen Kelleher and Don Monroe were hired privately. The strike vote taken this summer was not overseen by the IRC officers.

### The White Spot Dispute

Local 112 of the Canadian Association of Industrial, Mechanical, Allied Workers are striking White Spot for a 50-cent per hour wage boost over 3 years. Management has labelled their demands as "economically and managerially unworkable." Of the 1164 workers on strike, 70% are women.

For example, single mother Lillian Baron, 36, a White Spot waitress for 15 years supports 2 children on an hourly wage of \$7.28. White Spot has offered a 30-cent increase over 3 years.

A car hop with 3 years seniority would go from \$7.35 to \$7.65 over 3 years, a head cook from \$9.96 to \$10.11 by 1991. Often employees average about 31 hours worked per week, however, they say at their wage scale they need to work at least 40 hours per week to support their families. In fact Lillian Baron has been averaging only 20 to 24 hours since January.

The following organizations are boycotting the White Spot location not on strike: Vancouver District Labour Council, Canadian Union of Postal Workers, Vancouver Municipal and Regional Employees Union, teachers and nurses.

(For more information see the Vancouver Sun of Sept 28, 1988)

### Consumer Boycott

The B.C. Federation of Labour recently endorsed a call for a consumer boycott of all Olympic Meats and Lucerne milk products packaged by Intercontinental Packers in B.C.

The boycott has been called to support 400 workers locked out since Sept. 18. The 400 members of the United Food and Commercial Workers union want the industry-standard contract offered to International workers in Saskatchewan. That particular deal contains wage

increases of 40 cents per hour, 45 cents per hour and 50 cents per hour in a three year agreement.

The B.C. situation appears headed for a long dispute as the company has withdrawn its latest offer.

## ANNOUNCEMENT

### Re: Position Descriptions

Members should be aware of the fact that their signature on their Official List of Job Duties (Position Description) can be interpreted as acceptance of same. Therefore, IF YOU ARE NOT COMPLETELY HAPPY WITH THE ENTIRE DOCUMENT, DO NOT SIGN IT.



### ? SUGGESTIONS ?

We want ON CUE more appealing to all of our members. Please send us your suggestions, gripes and any news items from your work site. It's YOUR newsletter and the Communications Committee is open to new ideas. send your input to:

Communications Committee  
CUE  
2170 Western Parkway  
Vancouver, B.C.  
CAMPUS MAIL

The following is reprinted from the Vancouver Province with permission.

### HOW FREE TRADE CAN GET YOU DOWN

Jeani Readt

Gosh. Every time you think it's safe to go out shopping again like you did in the old days, without a worry in the world except whether or not you should actually be wearing higher heels with that cute short skirt, somebody will try to ruin your mood.

They will try to ruin your mood with things like nuclear war or acid rain, or the abortion issue and Bill Vander Zalm, or political prisoners in Central America or free trade and the threat to democracy--things that a person who is interested mainly in shoes should not have to worry about.

The other day, for instance: There I was, happily heading out the door with nice new shoes on my mind, when my eye fell on a flyer sent out by an anti-free trade group who did not fail to mention the threat to democracy expressed in the Conservative government's complete about-face on the free-trade issue.

They quoted Brian Mulroney in 1983: "This country could not survive with a policy of unfettered free trade."

At the moment, I was more interested in free trade with Italy, where the best shoes--not to mention the best cotton sweaters AND pasta and cappuccino bars--come from. But I did decide to give the threat to democracy some thought, as I was driving up to the mall.

It seemed to me that democracy had ALWAYS been under threat, ever since it was invented--even though, of course, these days things are worse than usual. These days, it seems, the only countries moving TOWARD democracy instead of away from it are the Soviet Union and the People's Republic of China, which makes it pretty suspect right there, don't you think?

Democracy: What makes it so good anyway? Why does it always have to be defended?

It's worth the trouble?

And if it is worth the trouble, why is everybody sitting around in restaurants eating expensive lettuce instead of demonstrating in the streets?

This is why: The democratic process means running things according to WHAT MOST PEOPLE WANT. And we all know how we feel about most people, right?

I mean just LOOK at them. Do they even know how to dress properly, with humour and irony, as befits a decade as sophisticated as the '80s? No. Everywhere you look are people--MOST people--dressed with appalling taste. Some of them even wear Ultrasuede. What makes them think they can run a country?

You know how YOU feel about it. As soon as most people start doing something, you know that thing is a good thing to stay away from.

Most people watch the Bill Cosby Show. Most people want cheap transportation, resulting in the Hyundai. Wouldn't the world be a more attractive place if people could only drive Jaguars, Porsches and Ferraris? Of course, it would.

Look what most people have got us so far: Prime time television. Movies about bartenders. Stephen King novels. Nostalgia. Balsamic vinegar.

You just can't trust most people. And if you still doubt it, consider: Most people got us Brian Mulroney for prime minister, too, causing us to get all those depressing flyers in the first place.

I rest my case.

**note:** When we phoned to ask for permission to reprint this article, Ms. Read informed us about a coalition called "Citizens Concerned About Free Trade." If you are interested in getting more information, contact Judith at [redacted]. They have an office at 2780 Granville Street.

# free trade.



### 1988 United Way Campaign Update

This year's United Way campaign has reached the half-way mark and as I filled out my pledge card, I took a few minutes to reflect on how the United Way has benefitted me personally in the past. By looking through the list of the 110 member and associate organizations, I was able to see that the ST. Johns Ambulance first aid course I took, the YWCA fitness course and the crutches I got from the Red Cross were all made possible by The United Way. Looking through the list also made me aware of all the services helped by my United Way donation that I HAVEN'T had to use, like the Crisis Centre and suicide prevention hotlines, the Rape Crisis centres, the shelters for battered women, the incest and sexual abuse counselling centres, B.C. Children's Hospital, Cancer Research centre.....

My United Way donation helps people in need, assists in building community services, contributes to important medical research and helps people not as fortunate as I am. The few dollars a month off my pay cheque will not be missed, especially knowing how important many of the services supported by The United Way are.

Please, take the time to fill out the pledge card. Your donation WILL make a difference.

Diana Ellis - CUE United Way Advisory Committee Representative



# The Collective Bargaining Process

This is the sixth article in this series. This and all previous articles are available in the union office.

Diana Ellis - Education Committee

## Types of Bargaining

### Co-ordinated Bargaining

Co-ordinated bargaining by locals of the Canadian Union of Public Employees takes the form of *pre-bargaining consultation* among locals within the same occupational jurisdiction, e.g., municipal, hydro, school boards, and hospital bargaining units. In some cases this consultation may be enlarged to include other unions which also have collective agreements in the public service sector. The unions involved may be the Police Association, Firefighters Association, Service Employees, and International Brotherhood of Electrical Workers.

Although pre-bargaining consultation is used in large metropolitan areas where there is a heavy concentration of CUPE locals, it is also appropriate in small municipalities where more than one CUPE local exists. This consultative process, or co-ordinated bargaining, will bring together local union officers from the same occupational jurisdiction who will discuss and develop common bargaining proposals. Up to this point, the bargaining process is essentially an internal union arrangement because the employer is not involved. Whenever the common bargaining goals are agreed upon, each group will begin to bargain with their respective employer on a one-to-one basis or *single local/single employer category*.

The success of co-ordinated bargaining will depend upon the unity and strength of the participating locals. One of the main reasons for joint consultation is to develop a united front at the different bargaining tables. This is a good example of a basic union principle, that *united we stand... divided we fall*. It is to be expected that the employer will attack the weakest link in the union's united front and try to establish a pattern setting settlement. If this settlement is less than the co-ordinated goals of the union, then the employer will use it against other locals in the group.

Ideally, the union would like to establish a settlement that meets their stated bargaining goals, and like the employer, use this as a pattern setting settlement. Under co-ordinated bargaining, getting a settlement in one set of negotiations does not automatically mean that other contract talks will result in the same settlement. This is because the bargaining arrangement is on the basis of a single employer/single local. Under this bargaining structure each local can exercise its autonomy and accept or reject the terms of agreement separately. The minimum expectation of the union group would be that all settlements should meet the bargaining goals established through joint consultation. The final settlement is usually influenced by the strength of each group's commitment to maintaining a united bargaining front.

Although pre-bargaining consultation or co-ordinated bargaining is a more unified bargaining structure than separate negotiations by autonomous bargaining units, it is still not the best arrangement. There is another type of bargaining which is broader in scope than co-ordinated bargaining. This is commonly referred to as *Joint Bargaining*.

NEXT MONTH: Joint Bargaining

### NEW CO-OP HOMES IN MARPOLE

EBURNE LANDING HOUSING CO-OPERATIVE at 8828 Hudson Street, Vancouver (corner of 72 Avenue), has just opened. The Co-op has some one and two bedroom units still available. The display suite is open on weekends from 1 PM to 5PM, Monday - Thursday from 3 PM to 6 PM and Fridays from 3 PM to 7 PM.

The four storey apartment building is fully sprinkled for fire safety, has remote control access to the secured parking garage and monthly housing charges include heat, hot water and hydro. The Co-op requires an initial share purchase equal to about two months housing charges paid upon acceptance. We welcome single adults and families who wish to be active members of a small volunteer community. Members may have pets within guidelines.

Eburne Landing is an incorporated non-profit housing co-operative, democratically operated by the members/residents. The privileges and responsibilities of common ownership of the building mean that members control the decisions about the management of the property and share their volunteer labour to keep the operating costs low. The mortgage is insured by Canada Mortgage and Housing Corporation (CMHS). Share purchases are refundable at face value when a member leaves, members do not acquire personal equity or profit. Members benefit by living in a community where housing costs increases are based on increased expenses and decisions by the residents.

Please come and see us if the idea of non-profit co-op housing appeals to you.

### EBURNE LANDING HOUSING CO-OPERATIVE

#### SUITE FEATURES:

Skylights on top floors  
Generous balconies and windows  
In-suite storage and common storage  
European kitchens  
Roughed-in dishwasher

#### BUILDING FEATURES:

Utilities and secure parking included  
Common recreation and laundry room  
Pre-school play area  
Workshop, bike room  
Fully sprinkled (fire safety)

#### SIZE, HOUSING CHARGES, SHARE PURCHASE

620 sq. ft.: 1 bedroom from	
\$538/\$603	\$1,100
830 sq. ft.: 2 bedroom from	
\$648/\$728	\$1,300
1000 Sq. ft.: 3 bedroom from	
\$833	\$1,600

## Letters to the editor



CONGRATULATIONS!!!!!! ON THE WONDERFUL OCTOBER ISSUE OF OUR NEWSLETTER. THIS IS THE FIRST ISSUE IN MANY YEARS THAT IS A REAL NEWSLETTER, A PLEASURE TO READ, WELL-LAID OUT --- VERY PROFESSIONALLY DONE! KEEP IT UP - AND I HOPE OTHER UNION MEMBERS WHO HAVE BEEN PUT OFF READING THE NEWSLETTER BY THE PAST ABHORRANCE NOW RETURN TO READING AND CONTRIBUTING TO IT. WHAT A RAY OF SUNSHINE.

Thanks!  
Patsi

FROM PATSI MCMURCHY, FINE ARTS DEPT  
(SERGANT-AT-ARMS)

DATE SEPT. 29/88 PHONE 2757



# EXECUTIVE COMMITTEE MEETING 14 SEPTEMBER, 1988 MINUTES

## PRESENT:

Pamela Lundrigan, Chair;  
Diana Ellis; Lee Bryant

## ADOPTION OF AGENDA

MOVED Ellis SECONDED Bryant

"That the agenda be adopted as circulated with the following amendments:

- Addition of Item 3 c. "Request by member to attend course" and
- Additions to Other Business as follows:  
  
Orientation for Part time staff and Temps, and United Way."

CARRIED

## ADOPTION OF MINUTES

MOVED Ellis SECONDED Bryant

"That the minutes of the Executive meeting of 10 August be approved as circulated"

MOVED Bryant SECONDED Ellis

"That the minutes of the Executive meeting of 7 September, 1988 be approved as amended"

CARRIED

## BUSINESS ARISING

- Pamela reported on the status of the recruitment campaign. The first of the series of meetings took place at the Lutheran Campus Centre on 13 September, 1988. Of the 83 who received notices, only three attended, all of whom are already active. It has been decided to intensify the campaign at the General Membership meeting on Thursday. Committee chairs will also emphasize the need for active members. It was noted that the greatest need is for active stewards. A request for a recruiting poster will go into the newsletter.

## b) Bylaw Amendments

G.7 Sergeants-at-Arms

MOVED Bryant SECONDED Ellis

"That Item G.7 of the proposed bylaws be approved as written."

CARRIED

H.2 Administrative Secretary

MOVED Ellis SECONDED Bryant

"That the typical duties of the Administrative Secretary be rewritten to reflect the minute taking responsibility in the absence of a Recording Secretary". (see attached)

CARRIED

The bylaws will be retyped by 7 October, for distribution in November.

## c) Request by member to attend course

A shop steward has requested that the Union pay for her attendance at a Conflict Resolution course. The Executive wished to know how active and committed she is. The Business Agent indicated that she is very committed and willing to serve as a Division Steward.

MOVED Ellis SECONDED Bryant

"That the Union reimburse an active Shop Steward, Joanne Steven, for the cost of one course in Conflict Resolution at the UBC Centre for Continuing Education."

CARRIED

Rod will draft a letter to Joanne, and she will report on the course at its conclusion.

## PRESIDENT'S REPORT

### First Nations House of Learning

The Executive voted to allow the First Nations House of Learning to place the position in question on the list of positions exempt from Involuntary Transfer. This must be presented to the membership in the contract discussion.

## SECRETARY-TREASURER'S REPORT

Diana Ellis reported as follows:

The month end statement for August will be completed on Monday.

A proposal for an upgraded telephone system for the union office will be included in next year's budget proposals for discussion. Also, we are considering replacing the existing photocopier with one which has better capabilities. Pamela and Diana will investigate.

## COMMITTEE REPORTS

### i. Grievance

The meeting last night was very productive. Five or six items were concluded. The same should take place next week.

### ii. Health & Safety

Rod will contact Estelle regarding representatives to the University Health & Safety Committee. Rod and Pamela will make a follow up visit to Medical Genetics on the afternoon of Wednesday, September 21.

### iii. Contract

Contract proposals are ready for presentation to the membership tomorrow. It is reported that Local 116 is almost ready with their proposals, and will meet early in October.

### iv Job Evaluation

Tabled

### v. Education

MOVED Ellis SECONDED Bryant

"That the Executive provide blanket approval for up to ten members to attend the CLC courses offered in October."

CARRIED

This will be announced at the membership meeting.

Diana requested that Pam ask Joe Denofreo about obtaining a CUPE scholarship.

### vi. Communication

Diana reminded the Executive that the deadline for submissions for the upcoming newsletter is 19 September. Items for inclusion are requested from all Committee chairs.

## MEMBERSHIP MEETING

The agenda for the General Membership meeting of 15 September, 1988 was discussed. Pamela noted that each Committee report should receive formal approval. Notices of the meeting will be widely posted in the IRC concourse at noon tomorrow.

## BUSINESS AGENT'S REPORT

Copies of the Business Agent's Report for August, 1988 were distributed.

MOVED Bryant SECONDED Ellis

"That the Business Agent's Report for August, 1988 be approved as read."

CARRIED

## OTHER BUSINESS

### i. Orientation Not Taking Place

It is believed that not all temps and part-time staff are attending orientation sessions at the beginning of their employment with the University. A letter will be sent to Personnel Services requesting that they ensure that this takes place.

### ii. United Way

Diana updated the Executive on the activities of the United Way. The Campaign kicked off today with a gala lunch. The University supports the United Way. Diana is on the Committee. The goal is to increase participation from the current 13% level by an additional 10% with a corresponding increase in donations. Diana provided an outline of United Way beneficiaries, and informed the Executive of the payroll deduction plan.

The meeting adjourned at 6:15 p.m.

# EXECUTIVE COMMITTEE MEETING 12 OCTOBER, 1988 MINUTES

## PRESENT:

Pamela Lundrigan, President; Lee Bryant; Susan Claybo; Diana Ellis; Shirley Irvine; Patsi McMurchy; Zlata Pound.

## ADOPTION OF MINUTES

MOVED Bryant SECONDED Ellis

"That the minutes of 14 September, 1988 be adopted as circulated"

CARRIED

## ADOPTION OF AGENDA

MOVED Lundrigan SECONDED Bryant

"That the Business Agent's Report be moved to item #3.a.)"

CARRIED

MOVED Claybo SECONDED Bryant

"That the sub-topic titles within items 6 (ii) and 6 (iii) be deleted"

CARRIED

## BUSINESS ARISING

### a) Business Agent's Report

The Business Agent's Report was circulated. Rod stated that the number of contract interpretation enquiries being received in the office has increased slightly. If Division Meetings are to take place in November, organization should begin now.

MOVED Pound SECONDED McMurchy

"That the Business Agent's Report be adopted as circulated."

CARRIED

### b) Recruitment

It has not been possible for both Marion and Pam to attend all meetings. Attendance at the most recent three meetings was 1; 0 and 1, one of whom has volunteered to serve as a steward, and to sit on the grievance committee. He will also be serving on the Contract Committee. Appreciation was expressed for this paragon.

The announcement of the poster contest missed the newsletter deadline, and will be included in the next issue. Discussion ensued on the topic of prizes for the poster contest, and allocation of funds for these prizes.

MOVED McMurchy SECONDED Ellis

"That funds be allocated for prizes for the recruitment poster contest."

CARRIED

### c) Contracts for Business Agent & Admin. Sec.

The following items were discussed in relation to the proposed contract for the Admin. Sec:

- Parking--the employee will pay for parking at the same rate as university employees; the balance being subsidized by CUE
- On the days when the Admin. Sec. is required to take minutes at Executive meetings, s(he) will work from 11:00 a.m. to 7:00 p.m.
- The Admin. Sec. may hold membership in AUCE Local 2.
- The question of inclusion of the Admin. Sec's salary in the contract was discussed.

Discussion then revolved around the question of what grievance procedure would be included in the Business Agent's Contract.

TABLED

## PRESIDENT'S REPORT

### Representation on UBC Retirement Benefits Committee

Pamela read a letter which has been received from Libby Nason inviting the Union to appoint a representative to the University's Retirement Benefits Committee. Diana indicated that she is willing to assume this responsibility. Rebecca will send a letter to Libby confirming this. Representation has also been invited from CUE on the Pension Board. The deadline for nominations for representatives is 25 October, 1988. An announcement will be made at the next General Membership Meeting (20 October).

## Orientation for LTO, Part-Time and Hourly Employees

A letter was sent to Personnel Services stating that it appears that these employees are not receiving the one-hour explanation stipulated in the Collective Agreement. A reply has been received from Libby Nason stating that an arrangement will be made for new temps to receive this orientation. Pamela said that she could see no reason for these people not to simply attend the regular Wednesday orientation sessions. She also stated that she would look into the question of part-time employees' attendance at orientation sessions. Pamela stated that she will write a letter insisting that LTO, part-time and hourly employees attend the regular Wednesday orientations.

## Labour Relations Committee 12 October, 1988

Pamela reported that Union representatives attending the meeting were herself; Shirley Irvine; Joe Denofreo and Greg Fisher. Telereg was discussed. Pamela stated that in August she had presented the University with six questions relating to Telereg, including members' level of access; job changes involved, and percentage of time spent on the system, among other items. At the September LRC meeting the university had requested an extension on the time allowed for response, which the Union granted on the basis that this would permit a more complete response. At the meeting of the 12th the University supplied data based on three interviews. This is obviously completely unsatisfactory. We advised them at the time, and they agreed to report more fully at the next meeting. Pamela will write a letter insisting on a thorough report. (See newsletter).

## CLC Request for Donation

Pamela reported that the Canadian Labour Congress has requested a donation to help fund their Labour College. Diana provided some background information on this organization, stating that they provide a variety of labour courses at very low cost, some of which are utilized by this Union. We have a budget for donations, and also an education fund. Discussion took place relating to the amount of the donation.

MOVED McMurchy SECONDED Bryant

"That \$500 be donated from the Education budget to help support the Canadian Labour Congress Labour College."

CARRIED

## SECRETARY-TREASURER'S REPORT

Diana circulated the Financial Statements. She suggested that the format for publishing financial statements be changed, and that they be published in the newsletter once every three months.

A letter has been received from Libby Nason regarding billings for booking off. Cancellations must be received by the 5th working day of each month. Committees must control this reporting. The Union is insisting on receiving the dues cheque by the 5th working day of each month. A grievance was filed yesterday as a result of the September dues cheque not being received on time. The month-end will be completed in about a week.

## COMMITTEE REPORTS

### i. Grievance

Shirley Irvine reported that two members have come forward to serve on the grievance committee. Barbara Kane was nominated by Shirley Irvine; seconded by Pam Lundrigan. Fred Snyder was nominated by Greg Fisher; seconded by Pam Lundrigan. These nominations will be presented at the next membership meeting.

A member wishing to switch jobs has requested that an advertisement to that effect be placed in the Union newsletter. The request was discussed and denied, as the member was placed in this situation due to the University's breach of the Collective Agreement, and therefore the remedy is not for her to advertise, but to grieve the violation of the Collective Agreement.

### ii. Health & Safety

Pamela reported that a member experienced a personal health incident. The details of which were reported in full in her department's Health and Safety Committee minutes. The member felt embarrassed and humiliated by this public disclosure of personal health matters. Pamela wrote a letter to the Chair of that committee quoting WCB regulations dealing with health and safety reporting, which state that accidents only, and not health incidents be reported, and as such requested that the minutes be revised with all details of the incident deleted. The letter contained a strong comment on this type of report. Health and Safety Committee minutes should



state only that an incident occurred. The member was read the letter and expressed satisfaction.

### iii. Contract

Pamela reported that the Contract Committee is working on contract language. The next meeting is scheduled for Tuesday, 18 October.

### iv. Job Evaluation

Susan reported on a reclassification appeal which she attended. A meeting has also taken place with members who feel that their job descriptions do not accurately reflect their current job duties. They are concerned that some of their more complex duties are being removed from their area of responsibility and given to their supervisors. Susan asked if wording of job descriptions can be covered in the contract. Pamela responded that job descriptions or standards are negotiated, but that for this round of bargaining, there is insufficient time to do a proper job. Job descriptions have been written at various times; they should all be rewritten at the same time to reflect current conditions. This seems to be a recurring problem throughout many departments on campus. This is an erosion of bargaining unit positions. The Grievance Committee will investigate. Susan reported that the members in question wanted to know why the Union wasn't doing anything as they would like to grieve. Shirley advised that Joe Denofro suggested that their grievance wait until an identical grievance, which has gone to arbitration, was settled. Pamela and Shirley both thought we should grieve anyway and Susan will inform the members that action is being taken. Pam is to ask Joe why we shouldn't go ahead. Zlata then briefed the committee on the responsibilities of various levels in the library system. Further discussion took place relating to the concerns of library assistants and what courses of action would best alleviate them.

Susan then referred to the length of time it takes for reclassifications to be processed. One member is very upset about the delay in her reclassification, and even more so about the way in which she felt she was treated by Personnel Services during the process. Rod will write a letter of complaint.

A situation has been brought to the committee's attention where there is suspicion that a posted job description did not reflect the job itself. There may have been changes in job title when in fact the job has not changed. The supervisor in this situation is away. The Union will investigate why the job has been reclassified down when the supervisor returns.

Susan informed the Executive of the meeting between the University and the Job Evaluation Committee which will take place on Friday, October 14. This will be followed in the afternoon by a training session.

Susan informed the committee that the 8 week period within which the University must respond to a reclassification application is calculated from the date of receipt of the application forms by Personnel Services. Susan went on to say that research has revealed considerable delays in concluding reclassifications. Pamela emphasized that the Union must grieve each and every delay. Shirley agreed, and will get details from Susan.

### v. Education

Diana reminded the Executive of the CLC courses taking place this weekend at SFU. She mentioned also the evening courses taking place in November.

A reply to our request for a CUPE scholarship has been received from Ray Arsenaault, indicating that he has referred the request to their Education Department.

### Financial Services New Motto :

"Now that we've given up hope, we feel so much better."

### vi. Communication

Diana informed the Executive that the deadline for submission of items for inclusion in the upcoming newsletter is Friday, 21 October. If people put their submissions on disk, the office will re-type them in the standard format. Diana reported that there has been very favourable response to the "new format" newsletter.

### MEMBERSHIP MEETING

Pamela will discuss the Labour Relations climate at the next General Membership meeting.

### OTHER BUSINESS

#### a) Salary for New Business Agent

Pamela reported that a survey has shown that salaries for business agents range between \$35,000 and \$42,000 plus benefits. The Hiring Committee has discussed raising the salary for the CUE Business Agent, and requested that it be put on the agenda for this Executive meeting. Response from individual committee members was invited. Discussion followed regarding whether the salary should be increased, and, if so, by how much.

MOVED Ellis SECONDED Pound

**"That the Business Agent's salary be raised to a base salary of \$35,000 p.a. to a maximum of \$40,000 p.a. + benefits, depending on experience and qualifications"**

CARRIED.

Diana will report on this item at the next general membership meeting.

#### b) Hiring Committee Report

Pamela reported that approximately 40 applications have been received for the advertised position of Business Agent. A short list of seven has been drawn up, and these people have been contacted to arrange interviews. Three are from out of town. A decision had been made to subsidize one night's accommodation in Vancouver, but all three have accommodation available. One candidate has asked if s(he) may have the money in lieu of accommodation to apply to the cost of airfare. The Hiring Committee decided to present this question to the Executive. Discussion followed. It was decided to reject the request.

#### c) Labour Relations Committee

Pamela reported on the Labour Relations Committee meeting in the President's Report.

#### d) Volunteer Lists

As a result of the General Membership Meeting of 15 September, we have received names of approximately 30 new volunteers. Thank you!

#### e) New Committee Members

Discussed under the Grievance Committee Report

#### f) Laser Printer

It has been determined that the most appropriate printer for the Union office requirements is a postscript laser printer. Pamela has obtained quotes ranging from a high of \$9,000 to a low of \$3,400. Pamela recommends that she and Diana look at the Roland model (lowest price), and if it is not satisfactory recommend to the members that we purchase the NEC from the Bookstore, as the price is reasonable and we would benefit from the convenience and service available from the Bookstore.

#### g) Vacation

Rebecca has requested vacation for the month of June, 1989.

MOVED Ellis SECONDED McMurchy

**"That approval be granted for Rebecca to take four weeks' vacation in June, 1989"**

CARRIED

The meeting adjourned at 7:45 p.m.

### Emergency Executive Meeting

#### MINUTES

October 13, 1988

#### Present:

Pam Lundrigan, Shirley Irvine, Diana Ellis, Susan Claybo.

Pamela explained that there was an item she had forgotten to address that should have come up last night. Since part of this topic had to be discussed before the next regular Executive meeting due to time constraints, she had to call an emergency meeting. She said she had called Lee Bryant and Patsi McMurchy, but both were unable to make it.

The purpose of the meeting was to discuss booking off during the last bit of Rod's time with us, the period where we will have no business agent, and the training period of the new business agent.

Pamela raised the points that someone had to be booked off to cover the transition period. She felt that going into the union office one day a week was insufficient for the purposes of taking over from Rod, and updating herself on everything. Diana agreed that a transition period was necessary, but felt that one week would suffice. Shirley disagreed, saying there was a lot to know and catch up on. Susan suggested booking Pamela off for the two weeks, and if Pamela decided that it wasn't necessary, after all, that she simply return to her regular office. That seemed to be a good compromise.

Discussion then revolved around the over the training period. It was felt that the training period be dealt with at a later date, perhaps when we knew who we were hiring, or after Pamela had been in the office awhile in order to find out what might be needed. As it stands now, two weeks full time training might be enough. Since it was unlikely that we would have a replacement for Rod by the end of November, it was MOVED Irvine and SECONDED Claybo, that:

**"The President be booked off one additional day for the week of October 17th, and full time from the week of October 24th to December 2, 1988 as required."**

Diana Ellis Opposed

CARRIED

Shirley Irvine then entertained the idea of paying the President the Business Agent's salary for the period for which she would be booked off. Diana objected, stating that the President wasn't fully qualified as a Business Agent, and therefore shouldn't get the pay for it. She further stated that she should only get the Sec. 5 salary, top pay level, same as other Union reps received in the past. Shirley argued that since she would be expected to do the work of a Business Agent, she should receive the same pay as the Business Agent. It is consistent with our own Collective Agreement wherein our language on Temporary Promotions ensures members get the promoted pay if they get the promotion. Discussion then centred on the period for which the President should be getting the Business Agent's salary. Diana felt that the President should only be receiving the pay while she was operating in that capacity. In other words, after Rod left and before the new person started. After more discussion, it was agreed to discuss the training period at a later date. It was therefore MOVED Irvine and SECONDED Claybo that:

**"The President be paid at the same rate as the Business Agent from 7 November until the full-time Business Agent starts."**

Diana Ellis Opposed

CARRIED

Pamela then raised the subject of booking the Chair of the Grievance Committee off one day a week to deal with some of the grievance issues. Diana objected, saying that if the President was going to be paid the rate of the Business Agent, then she should be able to do the job. Pamela stated that she wasn't even a steward, and since there were many other things to do, she would appreciate the help from Shirley, one who had been around a long time. Shirley agreed that she could spend one day a week in the Union office, but preferred not to commit to more than that. Susan Claybo suggested that the same condition put to the President be put to Shirley, that if she was not needed, that she simply return to work. On that basis, it was then MOVED Lundrigan and SECONDED Claybo, that:

**"The 1st Vice-President be booked off one day a week starting the week of October 24th through to December 2, 1988 as required."**

Diana Ellis Opposed

CARRIED

### GENERAL MEMBERSHIP MEETING 29 SEPTEMBER, 1988

#### MINUTES

The Chair called the meeting to order at 12:35 p.m.

#### 1. ROLL CALL OF OFFICERS

Pamela Lundrigan, (President)  
Shirley Irvine (1st Vice-President)  
Susan Claybo (Job Eval. Chair)  
Lee Bryant (Sergeant-at-Arms)  
Patsi McMurchy (Sergeant-at-Arms)  
Rod Haynes (Business Agent)  
Joe Denofreo (CUPE Rep.)  
Rebecca Davey (Admin. Sec'y)

#### 2. CONTRACT PROPOSALS

**Due to the sensitivity and confidentiality of the material, we are not printing specifics. For comprehensive minutes, please come to the Union office.**

The meeting adjourned at 2:25 p.m.

### GENERAL MEMBERSHIP MEETING 20 OCTOBER, 1988 12:30 - 2:30 P.M. I.R.C. #1

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

#### 1. ROLL CALL OF OFFICERS

Pamela Lundrigan, (President)  
Shirley Irvine (1st Vice-President)  
Diana Ellis (Sec'y-Treasurer)  
Susan Claybo (Job Eval. Chair)  
Lee Bryant (Sergeant-at-Arms)  
Patsi McMurchy (Sergeant-at-Arms)  
Rod Haynes (Business Agent)  
Joe Denofreo (CUPE Rep.)  
Rebecca Davey (Admin. Sec'y)

#### 2. ADOPTION OF AGENDA

MOVED Abbot SECONDED Fisher

**"That the agenda be adopted as circulated"**

CARRIED

#### 3. ADOPTION OF MINUTES OF SEPTEMBER 15, 1988

MOVED Irvine SECONDED Fisher

**"That the minutes of September 15, 1988 be amended as follows:**

4. c) Notice of Motions  
Point e) Change "before" to "without"  
Point f) Insert "after" before "invoking"

CARRIED

MOVED Irvine SECONDED Fisher

**"That the minutes of September 15, 1988 be amended as follows:**

8 i) Delete "...in the Library.."

CARRIED



**MOVED Love SECONDED Fisher**

"That the minutes of September 15, 1988 be approved as amended."

**CARRIED**

**4. BUSINESS ARISING****a) Nominations**2nd Vice-President

There were no nominations. The position remains open.

Recording Secretary

There were no nominations. The position remains open.

Trustees (Three positions: 1, 2 and 3-year terms)

There were no nominations. The positions remain open.

**b) Oath of Office**

The Oath of Office was not administered.

**c) Recruitment**

Pamela Lundrigan reported that the Recruitment Committee would like to issue a poster encouraging participation in Union activities. Therefore a poster competition is open to the membership. The Executive Committee has approved prizes to be awarded to the winning contestant and the 1st and 2nd runners up. Members are invited to submit entries which will be posted on the walls of the meeting room, and judged by ballot at the membership meeting in December.

**5. PRESIDENT'S REPORT****1] Schedule of General Membership Meetings**

Pamela reported that this is the fifth 2-hour meeting of the year. The remaining allotment is for four 2-hour meetings and three 1-hour meetings. Two 2-hour meetings (27 October; 3 November) have been scheduled in addition to the regular monthly meetings in order to permit time for discussion of contract proposals. The meeting on November 3 is tentative only, and will be cancelled necessary depending on progress at the contract meeting 27 October. Pamela suggested that the November 17 meeting be for one hour only. The bylaw amendments will be available for discussion early in December. Two-hour meetings should be scheduled for January, February and March to allow for discussion of progress of negotiations. It was decided that:

- a) The 2-hour November 3 meeting will be cancelled
- b) The November 17 meeting will be 1-hour
- c) A 2-hour meeting will be scheduled for 8 December for discussion of bylaws.

**2] Booking Off for Union Office Work**

The President further reported that the Executive has decided to book her off on a full time basis from 24 October to 2 December inclusive, and Shirley Irvine on Thursdays during the same period, to ensure a smooth transition when Rod leaves, and to cover the office while there is no business agent.

**3] Hiring Committee Report**

Pamela reported that approximately 40 applications have been received for the position of Business Agent, from which a short list of 6 has been developed. Two candidates will be interviewed today, and the remaining four on Saturday. A report will be made at the next Executive meeting. A policy is in place for training and evaluating the new incumbent.

**4] Telereg**

Many members who have access to Telereg have been designated duties in addition to those listed in their descriptions. This has been raised with the UBC Labour Relations Committee. The Union gave the LRC a list of questions relating to access to Telereg by CUE members. Two extensions were granted to the initial time frame for response. The Union was, therefore, surprised to receive on October 5 a "final report" which contained data drawn from three (!) interviews and which concluded that the duties resulting from Telereg access for those members fell within their existing job standards. The Union took exception to this response, and sent a letter to Personnel Services. The content of that letter will be published in the upcoming newsletter. The President went on to ask members for information relating to their experiences with Telereg, specifically how has it impacted on their jobs?

**5] Payroll**

Pamela provided an update on the ongoing situation in Payroll. Members in that department continue to be overworked and understaffed. The department has experienced a turnover of 35 members (50%) in two years. Pamela has been told by a member of the Financial Services Management team that there is no chance that funds will be released to bring staffing levels up to scratch. In the meantime, members who are having problems with payroll are asked to phone Bruce Gellatly, 228-4141, rather than add to the burden of our members in Payroll. A notice referring to the situation will be published in the upcoming newsletter.

**6] Retirement Benefits and Pension Plan Nominations**

The University has invited representation from the Union to the Retirement Benefits Review Committee. Diana Ellis will represent CUE. Nominations are also open until October 25 for representatives to the Pension Board. Representatives must be enrolled in the Pension Plan.

**7] Volunteers**

Thirty new volunteers signed up at the last General Membership meeting. THANK YOU!

**8] Steward Training**

Pamela supplied information on upcoming training programs for Shop Stewards.

**9] Labour Relations Climate**

Pamela reported that labour relations on campus are deteriorating, and the Telereg and Payroll issues serve as examples of this.

**6. SECRETARY-TREASURER'S REPORT****MOVED and SECONDED by the Executive**

"That the Business Agent's salary be adjusted to within the range of \$35,000 to \$40,000 plus benefits."

Diana stated that a survey has shown that salaries for business agents in unions with similar memberships range from \$30,000 to \$49,000, with an average of \$35,000 to \$40,000 plus benefits.

Discussion followed. It was felt that a motion stating a salary range would permit the Hiring Committee some flexibility in its negotiation with applicants which would reflect their various experience and training levels. The question was raised of whether two business agents should be retained. Marion Gordon stated that it was not within the mandate of the Hiring Committee to determine the number of Business Agents required. That question could be evaluated after a three-month trial period.

A vote was taken. The motion was

**CARRIED**

Diana reported further that the Financial Statements will henceforth be published in the newsletter every third month.

**7. BUSINESS AGENT'S REPORT**

In response to an earlier question, Rod Haynes summarized his job responsibilities. He emphasized that it is not a 35-hour per week job. He reminded members that a complete job description is available through the office.

Rod went on to thank all those members who put in the effort necessary to make the Union work. He stated that he believes that the only way in which members can defend themselves is through active participation. The people in the office alone cannot defend the membership. The workplace is not democratic. This is not a fair employer. It is one which is concerned only with presenting the image of a fair employer. The Union executive puts in long hours of extremely hard work for the membership. Stewards are the key to a successful union. A steward has the right to say "no" to practices which violate the Collective Agreement. This Local needs 130 stewards. Everyone in this room should sign up for training. It gets easier to handle situations as you acquire experience. Rod urged members to make a commitment today to become a steward.

**8. COMMITTEE REPORTS****a. Grievance**

Shirley outlined the grievance procedure for the benefit of the many members who have inquired as to how the system works. She provided details of time limits, role of steward, supervisor, department head, Grievance Committee, etc. Shirley emphasized that members who decide to grieve are protected by specific Articles within the Collective Agreement. She went on to say that the experience of the Union has been that the University is reluctant to resolve grievances in the early stages, and the Union has been forced to invoke arbitration on many occasions in order to force a settlement.

Shirley went on to report that the committee has two new members; Fred Snyders and Barb Kane.

**MOVED Irvine SECONDED Westbrook**

"That the report of the Grievance Committee be accepted"

**CARRIED**

**b. Health & Safety**

There was no formal report. The Health & Safety Committee needs a chair. Pamela reported on a situation which had developed as a result of publication in one of the campus committee's minutes of details surrounding a personal health incident experienced by a member. After discussion with a WCB officer, Pamela had informed the Chair of this committee that minutes were to include only information relating to accidents and environmental health matters. It may be stated that a personal incident has occurred, but no details should be given. A request for revision of these minutes was complied with, and the member has expressed appreciation for the Union's intercession on her behalf. Pamela stressed that if members see any other such personal information included in minutes, they should contact the Union office. Pamela thanked the member who reported this infraction.

**MOVED Lundrigan SECONDED Gordon**

"That the report of the Health & Safety Committee be accepted"

**CARRIED**

**c. Job Evaluation**

Susan Claybo reported. She attended an appeal hearing on 6 October, where she felt that she learned a lot.

The Committee met with Personnel Services on October 14. It was identified that the University uses the grade definition method exclusively in determining job classifications. The University admitted that it is behind schedule in concluding job reclassification applications. There are only 2 1/2 people working on reclassifications, and 4,300 staff. They are currently overworked. In 1987 420 positions were reviewed; already in 1988 526 applications have been received (7 October, 1988), with an anticipated total of 700. CUE contains 55 different classifications. There are over 500 throughout the University. The committee intends to allow time for catch-up to take place before a grievance is launched. The

University recognizes its responsibility to pay retroactively in the event of reclassification. This can go back indefinitely in the case of reclassification; there is a limit of 21 months in cases of misclassification.

**MOVED Claybo SECONDED Gordon**

"That the report of the Job Evaluation Committee be approved"

**CARRIED**

**d. Education Committee**

Diana reported that the committee needs more members. The duties are not difficult—it is largely a matter of keeping members informed on upcoming educational programs. The CLC courses were held last weekend at SFU. Three CUE members attended, and report that the courses were beneficial. Evening courses will be held in November. The Harrison Winter School is upcoming, presenting the information in greater detail. Application has been made for a scholarship for this program.

**MOVED Ellis SECONDED Love**

"That the report of the Education Committee be approved"

**CARRIED**

**e. Communications**

Diana reported that the committee now consists of three people: herself, Dan Kravenchuk and Richard Melanson. More members are needed for this committee. The deadline for newsletter submissions is 21 October.

**MOVED Ellis SECONDED McMurchy**

"That the Communications Committee Report be adopted"

**CARRIED**

**f. Contract**

Further revisions were presented.

Due to the sensitivity and confidentiality of the material, we are not printing specifics. For comprehensive minutes, please come to the Union office.

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It was announced that the next meeting would be on October 27, 1988. The meeting of November 3 is cancelled.

The meeting adjourned at 2:30 p.m.

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## LPC SAFETY COMMITTEE MEETING

### VENTILATION SYSTEM MEETING

The November meeting will be an open meeting and workers in LPC are encouraged to attend. Paul Safges of Physical Plant, an expert on heating, air-conditioning and ventilation systems has agreed to come and give a talk on how our system functions. He will also address problems that have arisen in the past and inform us on its current state of repair. There will also be time for people to ask questions. The meeting will be held in room 237 on floor 2 (Large Conference room) at 2:00 p.m. November 8th. The room can accommodate about 30 people. So for those who have expressed concern in this matter over the years, please come early to ensure yourself a good seat.



ABS (Department/Area/Building Safety) Committee Representative

Please complete and return the following questionnaire to the CUE Office as quickly as possible.

It is very important that we have CUE representation on all DABS committees and if there isn't any then ask WHY!

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NAME	DEPARTMENT	LOCAL
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=====

1. Is there a Dept./Area/Building Safety Committee that you are aware of?

YesNo
2. I would like to be a CUE Representative on the DABS Committee in my area.

YesNo
3. I am currently a CUE Representative on my Department/Area/Bldg Safety committee.

YesNo
4. I hold the position of Chair/Secretary on the DABS Committee.

YesNo
5. I fell that our DABS Committee works effectively and that I have a say in the decision making process. Please explain.

6. Do you meet monthly and are your minutes recorded and sent to the OH&S Office and CUE office. Please explain.

7. How do you feel about the University and Health and Safety Issues?

8. Please list issues, types of articles, topics, etc. that you would like to see in the CUE Newsletter or brought to the memberships attention.

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CUE REPRESENTATIVE LIST

EXECUTIVE COMMITTEE

228-3146	President	Pam Lundrigan
224-8333	1st Vice-President	Shirley Irvine
228-2074	2nd Vice-President	Diana Ellis
228-2713	Secretary/Treasurer	Estelle Lebitschnig
228-2948	Recording Secretary	Susan Claybo
	Health & Safety	
	Job Evaluation	
	Education	
	Communication	
	Chief Shop Steward	
228-2757	Sergeant-at-Arms	Patsi McMurchy
228-3292	Sergeant-at-Arms	Lee Bryant

GRIEVANCE COMMITTEE

224-8333	Shirley Irvine	Chair
228-4968	Greg Fisher	
228-5370	Fred Snyders	
228-6446	Barbara Kane	

CONTRACT COMMITTEE

228-3146	Pamela Lundrigan	(Acting Chair)
228-2074	Diana Ellis	
228-3292	Lee Bryant	
228-2882/3	Alannah Anderson	
228-3586	Nan Love	
228-5571	Shauna Smith	
228-5370	Fred Snyders	

HEALTH & SAFETY COMMITTEE

228-2713	Estelle Lebitschnig	Chair
228-5778	Deborah Dobie	
228-3336	Pat Fornelli	
228-6363	Sheila Weaver	

JOB EVALUATION COMMITTEE

228-2948	Susan Claybo	Chair
228-4489	Zlata Pound	
228-2435	Rosemarie Page	

EDUCATION COMMITTEE

228-2074	Diana Ellis
228-3199	Gayle Mavor

COMMUNICATIONS COMMITTEE

228-2704	Diana Ellis
228-5021	Dan Kravinchuk
228-4995	Richard Melanson
228-3199	Gayle Mavor

CUE REPRESENTATIVES

224-2308	CUE Business Agent	Rebecca Davey
525-9231	CUE Admin. Secretary	Joe Denofreo
	CUPE National Rep.	

Nov. 1, 1988

GENERIC CALENDAR

	Monday	Tuesday	Wednesday	Thursday	Friday
1st		Contract 5:00 - 7:00	Grievance 2:30 - 3:30 4:30 - 5:30  Labour Relations 3:30 - 4:30		
2nd			Executive 5:00 - 7:00		
3rd		Contract 5:00 - 7:00	Grievance 2:30 - 5:30	Membership 12:30 - 2:30	
4th			Executive 5:00 - 7:00	Newsletter 5:00 - 7:00	



GENERAL MEMBERSHIP MEETING  
17 NOVEMBER, 1988  
IRC #1, 12:30 - 1:30 P.M.

A G E N D A

1. ROLL CALL OF OFFICERS
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES OF SEPT. 29, 1988
4. BUSINESS ARISING FROM THE MINUTES
  - a) Nominations for:  
2nd Vice-President  
Recording Secretary  
Trustees (3)
  - b) Oath of Office
5. PRESIDENT'S REPORT
  - a) Telereg
  - b) Hiring Committee Report
  - c) Bylaws
  - d) Meeting dates (no meeting in December)
  - e) Speakers at future meetings
6. SECRETARY/TREASURER'S REPORT
  - a) Correction to Business Agent Salary Adjustment
7. COMMITTEE REPORTS
  - i. Grievance Committee
  - ii. Health & Safety Committee
  - iii. Job Evaluation
  - iv. Education
  - v. Communications
  - vi. Contract
8. OTHER BUSINESS

MEMBERSHIP CARDS REQUIRED

Member\10.ag