

## Staff Contact Information

Contacting CUPE staff at work is usually easy to accomplish since there are so many ways to get in touch. However, certain circumstances can arise such as an extended illness, or a death in the family that will keep one of our members at home. At times like these, we'd like to be able to contact staff to give support, sympathy and encouragement when it's needed and to keep absent staff in touch with things happening at the Library that may affect them.

In order to do this, we'd like to build a database of names, home addresses and phone numbers to

keep in the Union office in case of need. This database will be kept locked in the Union office and will only be available to the members of the Executive. In order to collect this information, we will be mailing a form in the next month for you to fill out and return to our Secretary-Treasurer, Bernie Disonglo. If you do not wish to provide any information, you do not have to. Partial information will be welcome as well. We hope that you do choose to include your information. Help us build a stronger CUPE community!

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## CUPE National

### WHAT DO THEY DO WITH OUR MONEY?

While we have to pay a hefty sum of money to CUPE National each year, they use that money to fund many worthwhile causes such as strike pay, research and legal expenses. CUPE has been faced with many strikes in the past few years, one of which lasted 18 months for the blue-collar workers in Montreal. And like them, there have been many other strikes throughout Canada. The National spends \$200 a week per member which translates into millions of dollars in strike pay.

Our National President, Judy Darcy, and our National Secre-

tary Treasurer, Claude Genereux, have travelled across Canada in support of the striking workers – joining picket lines to support the workers, taking on Provincial and Federal Governments to represent our members in the fight to keep Medicare, and to stop the privatization of our public resources.

CUPE and the Ontario Electricity Coalition have been in the forefront of the struggle to derail the sale of Hydro 1. And thus far, they have been successful.

Causes like these are tremendously expensive, but they are extremely important for our continued benefit.



### April 25 Medical Arts Building Rally

On Friday April 25, there will be a rally to protest the planned use for the Medical Arts building. Rosario Marchese, Olivia Chow and Sid Ryan have all agreed to speak and show their support. Please show your support by coming to the rally! The rally will be from 12 – 2 p.m. If you plan to attend, please meet at Simcoe Hall at 11:45 a.m.

# Step-by-Step: Resolving Problems

What do you do if you are having a problem with your supervisor or another staff member, or if your supervisor or another staff member is having a problem with you? Your Union steward is there to give you support if you need it in resolving issues that can come up in the workplace.

**Sometimes the best answer is the simplest answer.** Try talking to them. If, for example, someone has told a joke or said something that you find offensive, talk to them about it. It may have just been a misunderstanding or a difference in interpretation. If it's more serious than that or you feel uncomfortable talking to them, have your Union steward come with you or talk to the person for you.

**It's not just a simple problem.** If the issue is more serious, like discriminatory behaviour or a problem with

your performance, talk to your steward and get them involved in any meetings you might have. It's your right as a member of CUPE 1230. Remember, your Union steward is there to help in resolving problems before they get too big. They can also give you information and advice and to find out answers for you.

**Nothing has been resolved.** If talking to the person or having your Union steward get involved has no results, and the problem lies with management, you may discuss the possibility of filing a grievance. It is important to go through the proper procedure. If the problem is not resolved at the complaint stage, then the steward of the section can initiate Step 1 of the grievance procedure.



## 2003 Stewards

### FULL-TIME STEWARDS

Catherine Cashore – Gerstein, Olga Floegl-Huntley – Collection Development, Catherine Malchan – Preservation Services, Albert Masters – Rare Books, Lynn Sylvester – Engineering, Amanda Wagner – Information Commons, Vera Cheng – East Asian Library, Nicole Nunes – Materials Processing

### PART-TIME STEWARDS

Sue Chater – Rare Books, Hormoz Khakpour – Access and Information, Michael Cody – East Asian Library

# Job Evaluation: What's Next?

Most of the Job Evaluation questionnaires have been handed in to Human Resources. For those of you who have not completed your questionnaires, please submit them as soon as possible.

As we move towards the next stage of the Job Evaluation process, focus groups to collect more information and clarify some of the job duties will take place towards the end of April. All members are welcome to participate in these focus groups, which will be announced soon. These focus groups will review, generally, the work of departments or sections, which will be representative of the actual jobs they do.

The Job Evaluation Committee is happy to report that the job evaluation process is moving ahead on schedule.

# Keeping Medicare Public

The Romanow Report for the future of Medicare, supports a national public Medicare system.

Canada has a long and proud tradition of public health care. In fact, we have been the envy of many countries, including highly developed ones such as the United States.

Under the threat of a globalization agenda and privatization, public health care is in dire peril in this country.

We must fight to keep Medicare public, so we encourage you to join in the rallies supporting Medicare. AFTER ALL, IT'S YOUR HEALTHCARE!!!