

## Job Evaluation: Update

The focus groups that took place from April 28 – May 2 were a great success and provided Sandra Weeks and the Library Administration with a lot of food for thought. Many important points were made and staff gave invaluable input towards the rewriting of Library job descriptions. Sandra Weeks will be putting together the new descriptions which are expected to be ready in the fall. Staff will have another chance to look at them at that time.

## Staff Contact Information

You may have already received a Staff Contact Information Form. Although filling these forms out is not compulsory, we would greatly appreciate your cooperation and support in this endeavour. Please rest assured that any information provided on these forms, will be kept in strict confidence. Forms should be returned in the addressed envelopes provided.

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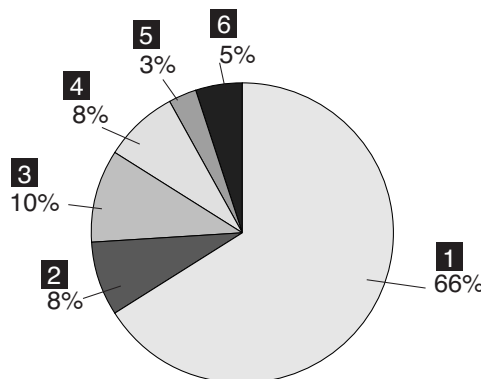
## CUPE: More About Where Our Money Goes

In any type of organization, whether profit or non-profit, an operating fund is a major requirement. In our case, our union local, which is a non-profit organization, definitely requires a source of funding through union dues to be able to meet the local's monetary needs. Union dues are calculated at 1.5% of the employee's total monthly wage and are deducted bi-weekly for casual employees like ALT's and GALT's, or monthly for full-time and Regular part-timer staff (TA's are the exception with deductions coming off monthly rather than bi-weekly).

Now the question looms, what does the union do with all the money collected from union dues?

1.) The lion's share, or approximately 66% of the total union dues goes to CUPE National stationed in Ottawa. CUPE National

represents 500,000 members across Canada as of today. CUPE National provides us with services such as a National Representative who looks after our



local affairs and well-being.  
2.) 8% of the total dues goes to other membership affiliations with OFL, CUPE Ontario and Toronto & York Region Labour council.

- 3.) 10% goes to other expenses like paid union leave for executive members, negotiating teams and other union members conducting union business during regular working hours only.
- 4.) About 8% is budgeted for legal expenses mainly for arbitration and mediation cases and for other consultations requiring legal counsel.
- 5.) Our union office located here in Robarts Building at Room 14019 takes at least 3% of the total dues for office equipments and supplies, insurance, telephone bill, etc.
- 6.) Other expenses such as Conferences, Conventions, Education Seminars requiring delegation from our local take the remaining 5%.