



CUPE·951

COMMUNITY NEWS

Working together to build strong communities since 1965

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CUPE BC Education Conference: Meeting the Challenges in Public Education

Melanie Cooke, Michelle Favarger, Michael Gaudet,
Marisa Lousier, Kirk Mercer, Doug Sprenger,
Laurie Whyte, Terry Wiley

EL Talk?

Cheryl DeWolfe

While it is pronounced "El Talk," LTOCC stands for Libraries Technical and Organizational Change Committee, a Labour-Management committee mandated by Article 30 of the CUPE 951 Collective Agreement. As the name implies, we deal with change in the UVic Libraries — McPherson Library, Priestly Law Library, the Curric Lab, and the soon-to-be Mearns Centre expansion.

Our members are drawn from many areas of the Libraries: Doug Sprenger (co-chair), Cheryl DeWolfe (alternate co-chair), Marthese Cassar, Ted Godwin, and Arlene Tulloch. Terry Wiley also sits on the committee in his capacity as Vice President and to facilitate communication with the Union's campus-wide TOC (Technological and Organizational Change) Committee.

Yeah, OK. But what do we do? We meet about ten times a year with Library management to debate issues that may arise out of "tech and org" change within the Libraries. We discuss the impact of new equipment or major software upgrades, and we monitor and provide feedback on staff training. We keep an eye on job postings and changes to staff duties and, while we often refer the affected staff member(s) to the Joint Job Evaluation Committee under Article 27, we also work to persuade management that the ratings for new or altered positions need to be carefully looked at before embarking on an organizational change.

Our delegates to the CUPE BC Education Conference November 2-4 came home energized by the public forums and workshops on "Meeting The Challenges In Public Education." The conference provided an opportunity to network with other members from schools, colleges and universities about the difficulties members face everyday in the workplace.

The conference educated me in the issues and challenges facing public education in our province as well as nationally and internationally. Maude Barlow's opening speech in particular talked about the connections between the agendas and demands of international businesses and financial organizations and the increased privatization and profit orientation demonstrated in control of natural resources as well as health and education systems. In spite of this her message was a hopeful one, and she gave many examples in which protest and activism have resulted in the halt of corporate and government policies that do not take into account the well-being of people and their environment. I'd actually dreaded what I assumed would be a doom and gloom speech but left feeling uplifted.

MG



CUPE members at CUPE BC's 2nd Aboriginal Gathering
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Delegates also had an opportunity to "connect the dots" and link the corporate influence at all levels of the education system to UVic's "Strategic Plan" that pretends to value staff, while the real goal is to become more "competitive" by "allocating scarce resources" to virtually every other employee group, while refusing to treat our members with respect.

I feel there is a great need for our sector to have strong ties together not only at the time of negotiation but on a yearly basis. If we think for a second that our employers are working in our best interest then we are sadly mistaken. Through sectoral unity we can see the big picture.

KM

... If something changes within the Libraries — staff, duties, procedures, equipment, hours of operation, or physical space — odds are it will be raised at LTOCC. Some of the issues LTOCC has dealt with in the past year include: the continued fallout from a reorganization that resulted in the reassignment of some CUPE staff, the procedure for notification of extra shifts (regular versus casual staff), ongoing technical upgrades in several departments, and the major expansion to the McPherson Library building. On the horizon, both Priestly Law Library and the Curric Lab will see renovations to their physical environments.

One of our biggest challenges in the past year has been the removal of two jobs from the bargaining unit, which were replaced with administrative positions classified in the Professional Employees Association (PEA). LTOCC members identified and fought to maintain CUPE duties and these were redistributed to other CUPE members. In one case, the member who took on most of the duties has been asked to submit a new job evaluation and the department has added a part time position to take on some of the added workload. Unfortunately, the Libraries are not alone in seeing senior CUPE positions transformed into PEA positions and the Union is regularly challenging the erosion of our work of the bargaining unit.

The other big challenge, which is ongoing and affecting the whole campus, is in defining what constitutes the changes to “terms and conditions” of employment covered by Article 30 that require the University to provide notice of change. The Union and the University often differ considerably in their views on the matter, with the University believing that few changes are substantial enough to warrant notice to the Union.

The result is that many changes are being pushed through with the insistence (by the University) that they are not covered by Article 30, even when similar issues have been in the past. Unfortunately, the Union often hears about these issues only after the impact has been borne by CUPE staff in the form of increased workload and demands for staff to take on more responsibility with the same rate of pay. In the end, LTOCC, TOC and the Stewards do our best to keep the impact on staff to a minimum, but we need your input, too. If you are concerned about changes that could affect you, your job, or other CUPE members, let us know.

Congratulations to CUPE Scholarship Winners

The CUPE Greater Victoria Scholarship Committee is pleased to have distributed \$6,800 to deserving students whose parents are members in one of the nine CUPE locals participating in this Committee. Each student received \$300 with one additional scholarship of \$200 to disburse all our funds. Scholarships are granted on highest grade point average. Of those receiving monies, three scholars’ parents were from Local 951 and three from Local 917.

Local 951 winners: Michael Francis, Bonita Varga and Carly Wilson. CONGRATULATIONS to the students and their families.

Margaret Varga, longstanding Local 951 representative and elected Treasurer of this committee, will be handing over her seat to Lori-Ann Larsen in Psychology Clinic. Please contact Lori-Ann at llarsen@uvic.ca or phone 721-7538 for questions about these scholarships.

... While speakers drew our attention to the big picture of the challenges we are facing, workshop presenters focused on the increasing workload, conflict and health issues impacting on members who are charged with doing much more with less and the need for CUPE members to mentor and support each other as we are stronger together than alone.

Many, many people mentored me through my first conference and I am grateful for that. The conference clarified for me the cross-sectoral nature of challenges we face in our workplaces. Providing education is a responsibility and a calling many people answer and I enjoyed meeting the hard-working members of the various unions who are doing the right thing because they believe in it. I loved hearing people’s experiences in situations I could relate back to my own workplace.

ML

It was enlightening to hear about the experiences of public school and college workers as well as the issues we know about in universities. Obviously there are lots of union activists working hard out there! I was particularly excited by the workshop on psychological harassment and bullying. This was an emotional topic with many stories that were hard to hear and a pretty intense role-playing exercise. However, the facilitator was able to let us examine and talk about our attitudes and experiences, while at the same time getting us to focus on positive strategies and outcomes. There are so many ways for us to contribute to a supportive work environment, from the level of personal interaction to the adoption and application of appropriate policies.

MG

I gathered information from each workshop and treasured every drop. Maude Barlow’s terrific opening address was full of fire and inspiration; the entire conference was a memorable experience, to be sure, and I look forward to being able to contribute to the union which has given so much to me!

ML

Each of our conference delegates participated in the conference at the highest level possible. I for one am very proud to be a member of CUPE 951 when I see our delegates bringing back their own fire and inspiration and making their own unique contributions to our community.

DS

LTOCC Committee

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Our Retirement Future

Puri Pazo-Torres

Scarcely a day passes without bad news about pensions: talk of privatizing social security, pension terminations by corporations, reduction/cancellation of retiree health benefits, and the attack on defined benefit plans. All of this reflects an unpleasant reality we prefer not to think about, but the changes in our retirement future stem from the decline of union contracts, the changed attitudes about government responsibility for social insurance, and the substitution of defined contribution pensions for defined benefit pensions.

"Using history as our guide, the best guess about whether workers will have pensions depends on leverage, negotiation, and workers' sense of their entitlement to retirement. "

The expectation of time off at the end of one's working life is a concept that has evolved, just as have other entitlements to time off, such as "the weekend" and the eight-hour workday. The entitlement developed through compromises among workers, organized labour, business firms, and the government. Throughout the post-Second World War period, workers, mainly those in unions, negotiated for holidays, vacations, and leaves, trading these for lower pay or increased productivity. That unionized workers wanted free time is evidenced by the fact that some of the most famous strikes in the 1950s were over pension benefits, and in the last few years we have seen huge workers mobilizations over proposed cutbacks in benefits.

Despite corporate and political arguments to the contrary, pensions are as affordable as they were thirty years ago. Nations can still afford retirement, or more precisely, the ability of older people to choose not to work. Everything really depends on the distribution of power in the labour market. The loss of pensions and the ability to choose to work on one's own terms coincided with the loss of union bargaining power, which began in the 1980's. We must be clear that workers losing the bargaining power to secure pensions is not the same thing as the economy losing the ability to pay for them. Those who argue that the elderly should work more imply that we cannot afford the same levels of retirement time because a growing number of retirees must be supported by fewer workers. But demography is not destiny: economic bargaining power is.

Using history as our guide, the best guess about whether workers will have pensions depends on leverage, negotiation, and workers' sense of their entitlement to retirement.

Cont'd. above

Clearly, no matter what happens, some workers will want to work longer, but it is not clear that employers will provide the jobs older workers want. And just because some of us will live longer does not mean that all people should work longer. This logic is based falsely on the assumptions that workers do not value free time, that older people can do the new jobs, and that improved longevity is not related to retiring sooner.

Are You Tired of Paying High Parking Rates?

Maureen Nelms

Are you aware that Camosun College provides free parking to their faculty and staff (a taxable benefit)? Did you know Royal Roads charges only \$115/year to park? And that Royal Roads offers discounted parking for two, three or four people in the car (down to \$30/year for four people)? Want to do something about UVic's high parking rates?

Contact Maureen at 7757 or email to mnelms@uvic.ca and ask for a copy of a petition. Take the petition to faculty and staff and collect signatures and send them back. If we **ALL** show we want changes made, the University might just listen.

Meet Your Union

Jackie Degenstein, Treasurer



"I have been part of the UVic Community for eight years, first as a student and now as an employee. I currently work in the Political Science department and previously worked in the Bookstore and English Language Centre.

As a new member of the CUPE 951 Executive, I am quickly learning the ropes as a Union Activist and am pleased to be able to serve the membership in my capacity as Treasurer."

CUPE Members Support Our Community

The annual United Way Book Sale is the Libraries' way of supporting the United Way Campus Campaign. This year's sale raised \$5,058.80. "Thank you" to all who helped out in many ways, big and small, and **a special thank you to Donna Mollin** for coordinating another successful Book Sale!

Creating the Inner Warrior: CUPE BC's 2nd Aboriginal Gathering

Dale Whitford

Greetings from Dale.

About 80 delegates registered and on Friday Oct. 13 we were greeted to the Territory by Chief Jacks and led in prayer by Elders May and Gabriel Sam. This was followed by a greeting from Metis People, from Dana Lynn Seaborn. Chief Sophie Pierre, our keynote speaker, spoke to us about "The Four Agreements"- philosophies that she has embraced over the years. These included: use impeccable language, don't take things personally, don't make assumptions and always do your best.

On Saturday we had panel discussions, a sharing circle, and workshops, followed by drumming and dancing at the Mungo Martin House, a Longhouse that has been on the Territory since 1953. Many people said that CUPE took a long step in the right direction by being invited to the House. We also danced and shared a traditional meal (salmon, bannock, berries, crab) -no one left hungry!

In the morning we were treated to a panel discussion with speakers who each brought a unique perspective to "Creating the Inner Warrior."

From Sasha M, a Maori Lawyer from New Zealand, we learned the legend of Mawi, a human who succeeded in slowing down the sun, helped people make fire, and how Mawi tried, unsuccessfully to bring immortality to humans, but was crushed in an accident before this could be achieved. She also noted that to move forward we have to understand our past- that we need to know where we belong. In Maori culture the past teaches that women are keepers and guardians, while men are risk takers and are able to bring back life.

Neil Sterrit talked about the land question and about the importance of being a Warrior in order to negotiate agreements, however as documents are signed, he believes there is a time to not be a Warrior, but to instead form partnerships in order to see the agreements honored. He recognized that CUPE has a place in the lives of Aboriginal people and said they can teach Aboriginal people "how to run our business". He left us with a thought, "You don't have to be **the** Leader to be **a** Leader"

Heather Raven gave us a breakdown of how Aboriginal people are not enjoying the kind of financial well being that most Canadians enjoy. She talked about how Aboriginal Single Parents are averaging \$16,000 per year, compared to \$37,000 for the average Canadian. INAC (Indian Northern Affairs Canada) has looked at the data and concluded that education is not enough - there is discrimination and other barriers that are keeping Aboriginal people out of decent paying jobs.

The last panel speaker, Al Gerow, brought a personal perspective by describing his life on the road with Carol James, BC NDP leader. He was the one ironing her shirts and making the meals, all because Carol was far too busy campaigning and preparing. His message to us was to always be cautious of what you say in politics, because it can so easily be misconstrued.

Highlights of the workshops were also presented on Sunday morning. Concerning water issues, we were reminded that CUPE is heavily involved in keeping our resources in the public domain. CUPE offers workshops, provides resources and shows up at events where water issues will be discussed. We are also against Public Private Partnership agreements because they are set up so that private corporations will profit and have little accountability. There are First Nations people who are supportive of our initiatives.

The "Reaching Out to the Community" workshop talked about small gains, such as CUPE being invited to the Mungo Martin Longhouse, that are helping to build relationships in the Aboriginal community. CUPE needs to continue having a 'people presence' at events and gatherings.

The "Metis and Aboriginal Rights" workshop told us that a Federal court decision in 2004 reaffirmed Metis inherent rights as a Nation described in the Canadian constitution. There is a different standard used, because the Metis Nation was considered to have started from contact with Europeans (and others). Currently, in BC, there is about \$6 million allotted per year for Metis specific training courses (e.g. firefighting, carpentry, oil rigs).

There was also a workshop on "Dealing with Employers from an Aboriginal Perspective" and many people were hopeful and thankful that CUPE advocates for its members, when needed, by speaking on a workers behalf, and were able to make a significant difference. One member said, "It shouldn't hurt to go to work." As well, people at the workshop also realized that it was their responsibility to speak out for our rights in our Communities. To help us there are Aboriginal Mediators and Facilitators that have been provided by CUPE BC, who will go to worksites and help resolve issues.



Dancers at the 2nd CUPE BC Aboriginal Gathering

On a personal note, I have attended both Gatherings and I found people to be much more outspoken this time around. I was proud to be a part of a Union that supports Aboriginal people and many of the issues that arise in the Community. In my workshop, I heard many times how CUPE became involved from the beginning, at a grassroots level, and was able to effect meaningful change. Other stories were less

encouraging, for sure, but overall I do believe this was a step forward for both CUPE and Aboriginal people across the province. Also, I attended the last Gathering, and over half the people I met in Victoria were here for the first time. I want to thank the Salish People for allowing us to use the territory and I want to thank CUPE BC for helping to sponsor our Gathering.

Happy Trails,

Dale

Former Member Overcomes Challenges

"I would like to thank CUPE members who give blood. I would not have survived without the generosity of blood donors."

December 2006

I can hardly believe that a year has already passed since I left the University of Victoria. I am writing to thank you, CUPE workers, and UVic employees, in general, for their support during my recent illness. Until November 2005, I was a full-time employee in the Purchasing Department. It was a great place to work, while I pursued graduate studies at UVic. The competitive salary and benefits made it possible for me to achieve my dream of attaining my MA.

Over the past year, I have faced some pretty significant hurdles, in the form of life-threatening health issues, which, as I am in my early thirties, came as a huge surprise. I discovered the value of medical benefits first-hand, and came to realize that life can throw some very unexpected and dire situations at you.

In the fall of 2005, still suffering from fatigue and bone pain, I made the decision to leave my position at the University. I had completed my MA, and was looking to advance my career. I hoped that living closer to my family might ease the strain of daily living. Shortly after moving home, my condition deteriorated very quickly, to the point that I was unable to work.

By spring of 2006, after months of exhaustive testing, I was diagnosed with an extreme case of a very rare condition called hyperparathyroidism, which affects calcium levels in bones and blood. I was admitted to hospital with lethal levels of calcium in my blood, and I had to be treated very carefully because my bones were very porous and very fragile.

Thankfully, my condition was treatable. Following surgery, my parathyroid hormone level dropped back down to a more reasonable point. Hungry Bone Syndrome was my next painful challenge; I spent over three months in the hospital, taking a cocktail of bone-building drugs. My hospital stay was lengthened by infections. After many weeks in isolation, I was finally released... weak, to be sure, but well enough to continue my recovery at home.

Obviously, I was unable to work during this time, and because I had left my job at UVic, I was no longer eligible to receive the benefits of the health plan offered by the University. It was (and still is) very unfortunate that I had given up my medical benefits immediately prior to when I needed them most.

Since my release from the hospital, I am getting stronger, and I look forward to picking up the pieces of my life. Thankfully, I still have my education, and a supportive group of friends and former co-workers. My family continues to provide for me, and pay for my medical expenses, while I recover.

I would like to thank CUPE members who regularly give blood; I would not have survived without the generosity of blood donors. I would also like to thank CUPE members for the many acts of kindness that they showed me during my hospitalization, and continue to show during my convalescence.

Sincerely, Lisa Smith

The Sound Of Many Voices

Doug Sprenger

*This is the sound of one voice
One spirit, one voice
The sound of one who makes a choice
This is the sound of one voice*

*This is the sound of voices two
The sound of me singing with you
Helping each other to make it through
This is the sound of voices two*

*This is the sound of all of us
Singing with love and the will to trust
Leave the rest behind it will turn to dust
This is the sound of all of us
This is the sound of one voice*

Ruth Moody ~ Wailin' Jennys

One of the most empowering moments in the history of our Union came when the 951 Negotiating Committee was unable to make it home from mediation in Vancouver for our 40th Anniversary party in March of 2006.

The phone rang at the Labour Relations Board and on the other end of the line hundreds of voices of our members at the party called out support and encouragement and in that moment our spirits were lifted high.

The stories and voices in this second edition of the 951 Community News remind me of that moment in time as many members continue to be passionate about working together to build a stronger Union.

Stories of community, voices of hope. Continuing the struggle with many voices "helping each other to make it through."

January 2007 Update:

I've just received news that I've been shortlisted for an industrial relations internship through the Federal Mediation and Conciliation Service. It's a 2 year pilot program to fast track candidates into more senior positions by giving experience mediating with unions, management, and government. FMCS is expecting 80% of their mediators to retire in the next 5 years, so there is a push to get a few more people trained across the board.

If successful I could be placed in Vancouver and would, of course, ask for the opportunity to work with CUPE. I have to write an exam on the 30th of January (keep your fingers crossed for me), and I'm studying pretty diligently!

Will keep you informed - and will definitely let you know if they are sending me back to the west coast (wouldn't that be ironic).

Best wishes for the new year!

Lisa

Know Your Rights: Medical & Dental Appointments

Jill Tate

"Wherever possible, employees will try to schedule medical or dental appointments outside of their normal working hours, but when this is not possible absences totaling 2 hours in a day due to such appointments or to illness or injury will not be charged as sick benefits."

This first part of Articles 23.06 (regular employees) and 23.24 (temporary employees) is fairly straightforward and most employees do not have difficulty applying it to their personal medical and dental appointments. While you should attempt to coordinate your appointments outside of work time you aren't required to do so, and you have the right to time off with pay to attend appointments at a time that works for you.

Where difficulties may arise is when you are participating in a lengthy rehabilitation or treatment regime necessitating frequent and multiple appointments such as a treatment or procedure three times a week for four weeks with appointments at 8:30 a.m. Mon, Wed and Fri arriving at work by 9:30 a.m. each day.

In such a circumstance, we suggest that you notify your supervisor about your requirements for ongoing treatment since your absences may have an impact on the volume of work you are capable of handling. While it is unnecessary to talk about the reasons why you require treatment, it is a good idea to have your medical practitioner provide a note outlining the schedule of your treatment plan. This will assist your supervisor with establishing the bona fide nature of your absences.

Working together to establish your work tasks priorities with your supervisor should help minimize the impact on your department and reduce or eliminate potential misunderstandings.

Our contract also states that "Where such absences are in excess of 2 hours but less than 3 1/2 hours in a day, the time in excess of 2 hours may subsequently be made up at a time mutually agreeable to the employee and the department head." This means that if your appointment takes 2 3/4 hours away from work, you have the right to make up the 3/4 hour in excess of the 2 hours paid leave at a time agreeable to both yourself and your department head.

If you anticipate needing more than 2 hours but less than half a day, notify your supervisor and discuss how you will make up the time. We hope that you can work out these scheduling issues, but in the event that problems do arise don't hesitate to call one of our Stewards.

After all, without an ability to manage your health concerns and seek treatment in a timely manner, very few employees are able to be fully productive and we believe it is in the best interest of all departments to support their employees rather than add extra stress by scrutinizing time off for medical and dental appointments.

Margaret's M-M-Marvellous Mushrooms on Display

Michael Gaudet

Many of us have fond memories of one of our retired CUPE 951 members, Margaret Vincent, who after many years of service to the McPherson Library and to our Local, is now enjoying an active retirement in Maple Bay. One of Margaret's contributions to the University was the donation to the Maltwood Gallery of an incredible collection of over 100 hand-modeled pottery mushrooms from Lorenzen Pottery. These are currently being displayed in cases located on the upper level of the University Centre, next to one of the entrances to the Auditorium. The Lorenzens' mushrooms are known worldwide and avidly collected by connoisseurs, mycologists, and institutions alike.

Margaret and her husband Gerry were personally acquainted with Ernest and Alma Lorenzen and their daughter, Dinamanca Lorenzen-King, and collected the mushrooms over an extended period. The Lorenzens' pottery studio was established in Lantz, Nova Scotia in 1949 to take advantage of the quality and abundance of the local clay. Fortunately, mushrooms thrive in the area because of moist coastal conditions and favorable climate. With the encouragement from a local university professor, the Lorenzens embarked on their production of mushroom models.



Alma Lorenzen studied the mushrooms in the field, producing drawings and careful studies of colour. The mushrooms were then hand-sculpted to botanical accuracy and coloured as truthfully as possible with glazes derived from locally gathered minerals. A single model took about two weeks to complete, and the Lorenzens were able to produce a collection of 238 mushroom varieties. Dinamanca still produces the models on a limited basis, but the unique combination of beautiful craftsmanship and botanical accuracy has meant that they are more in demand and more valuable than ever.

I've gone to examine the Maltwood exhibit various times and am always struck by the sheer diversity of the models, their various shapes and sizes and wide variations on coloration ranging from subtle earth tones to vibrant scarlets and aquas. Although the sculptures are modeled after fungi that flourish in the Maritimes, many of the examples are also found on the West Coast. The display also includes information on various aspects of mushrooms – botanical information, tips on growing and eating mushrooms, and historical notes on magic, myth, and folklore. I was particularly intrigued by the information on the Amanita muscaria (the "magic mushroom") ... All in all, we're lucky to have access to such an outstanding collection. Thanks, Margaret!

The collection may also be viewed at the Maltwood website: www.maltwood.uvic.ca/lorenzen.

Pest Control

Marisa Lousier

Though this retelling is based on hearsay, I assure you that it did happen. It happened at the recent CUPE BC Education Conference in Vancouver at the Four Seasons Hotel.

The final session of workshops was underway and the facilitator for the "Changes In The Workplace" session was using statistics and figures to illuminate the changes caused in the workplace by budget cutbacks, and trends among employers toward corporatization and contracting out.

These issues had been discussed a great deal during the conference; CUPE members feel strongly about the impact these trends are having on our workplaces and workloads.

Unfortunately, the workshop participants were finding the soft lighting, the soft-spoken presenter, the cushy chairs and the hours of work they had put in all catching up and lulling them to doze a little.

Until one of the participants leapt up out of her seat and made a great fuss pointing to the floor beneath the table. She had spotted a mouse and when others heard this, several more people joined her, climbing onto their chairs.

Whether a staff member of the hotel heard the commotion or was called in by a CUPE member, I do not know, but I do know that the workshop took a decidedly ironic turn.

A hotel staff member rushed into the room and tried to calm everyone down, reassuring them that "It will be taken care of, it'll be alright, IT'S CONTRACTED OUT."

If he had known the content of the workshop, if he could have planned it, it could not have happened more perfectly. The poor mouse. Contracted out pest control. I have to wonder how do the "local" hotel cats feel about all this?

Then again, good thing the mouse was where it was. Who knows, maybe they are organizing, too!

The conference was amazing and I am so inspired by all those who do the work of the union and the little mouse that brought it all home for me. If you have not gotten yourself involved in the union, now is the perfect time.

Communications Committee

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Mouseland

Tommy Douglas, first told in 1944

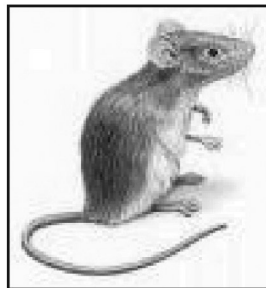
This is the story of a place called Mouseland. Mouseland was a place where all the little mice lived and played. Were born and died. And they lived much as you and I do. They even had a Parliament. And every four years they had an election. They used to walk to the polls and cast their ballot. Some of them even got a ride to the polls. They got a ride for the next four years afterward too. Just like you and me. And every time on election day, all the little mice used to go to the ballot box and they used to elect a government. A government made up of big black fat cats.

Now if you think it's strange that mice should elect a government made up of cats. You just look at the history of Canada for the last ninety years and maybe you'll see they weren't any stupider than we are.

Now I am not saying anything against the cats. They were nice fellows; they conducted the government with dignity. They passed good laws. That is, laws that were good for cats.

But the laws that were good for cats weren't very good for mice. One of the laws said that mouse holes had to be big enough so a cat could get his paw in. Another law said that mice could only travel at certain speeds so that a cat could get his breakfast without too much physical effort.

All the laws were good laws for cats. But oh, they were hard on the mice. And life was getting harder and harder. And when the mice couldn't put up with it anymore they decided something had to be done about it. So they went en masse the polls.



They voted the black cats out. They put in the white cats. The white cats had put up a terrific campaign. They said all that Mouseland needs is more vision. They said the trouble with Mouseland is those round mouse holes we've got. If you put us in we'll establish square mouse holes. And they did. And the square mouse holes were twice as big as the round mouse holes. And now the cat could get both his paws in. And life was tougher than ever.

And when they couldn't take that anymore they voted the white cats out and put the black ones in again. And then they went back to the white cats, and then to the black, they even tried half black cats and half white cats. And they called that coalition. They even got one government made up with up cats with spots on them. They were cats that tried to make a noise like a mouse but they ate like a cat.

You see my friends the trouble wasn't with the colour of the cats. The trouble was that they were cats. And because they were cats they naturally look after cats instead of mice.

Presently there came along one little mouse who had an idea. My friends, watch out for the little fellow with an idea. He said to the other mice. "Look fellows why do we keep electing a government made up of cats, why don't we elect a government made up of mice?" Oh, they said, he's a Bolshevik. So they put him in jail. **But I want to remind you that you can lock up a mouse or a man but you can't lock up an idea.**

Union Events at UVIC & Beyond

Check out CUPE's series of training and development opportunities at UVic! The spring calendar of workshops, conferences and meetings provide our member with many avenues to get involved and develop new skills.
Contact Sheilaigh Allan <sallan@uvic.ca> for further information.

Feb 2-3	CUPE Basic Effective Stewarding	UVic
Feb 6-7	Pension Training for UVic CUPE Pension Advisory Committee & Trustees	UVic
Feb 7 (12-1) & (4-5)	Town Hall Meeting: Joint Trusteeship & UVic Staff Pension Plan	UVic
Feb 8 (9:30-11:15)	Lancaster Audio: Current Issues In Accommodation, Advanced Session	UVic
Feb 9 - 10	CUPE Building A Strong Local Union Workshop	UVic
Feb 16 - 17	CUPE BC Pink Triangle (LGBTQA) Conference	Vancouver
Feb 20	UVic Womens Conference	UVic
Feb 22 (9:30-11:15)	Lancaster Audio: Accommodating Religious Practices In The Workplace	UVic
Feb 23 - 24	CUPE Ontario University Workers Regional Conference	Niagara Falls
Feb 24	CUPE Vancouver Island District Council Meeting	Nanaimo
Mar 1 (9:30-11:15)	Lancaster Audio: Discharge For Incompetence And Incapacity	UVic
Mar 2-3	CUPE Face To Face Communications Workshop	UVic
Mar 7	Bottom Line Conference - Mental Health In The Workplace	Vancouver
Mar 8	CUPE Bargaining Unit Supervisors Workshop	UVic
Mar 9	CUPE Bargaining Unit Supervisors Workshop (sponsored by CUPE 374)	UVic
Mar 9	UCBC (Universities Committee BC) Meeting	Vancouver
Mar 15 (9:30-11:15)	Lancaster Audio: Surveillance Evidence At Arbitration	UVic
Mar 19 - 20	CUPE Resolving Conflict Workshop, Part 1	UVic
Mar 23-24	CUPE Women Breaking Barriers Workshop	UVic
Mar 29 (9:30-11:15)	Lancaster Audio: Accommodating Mental Illness	UVic
Mar 29-31	CUPE BC Health & Safety Conference	Vancouver
Mar 30-31	CUPE Advanced Effective Stewarding Workshop (sponsored by CUPE 374)	UVic
Apr 16 - 17	Arbitration Advocacy & Expert Evidence Workshop with lawyer Leo McGrady	UVic
Apr 18 - 19	Lancaster Human Rights & Privacy Conferences	Vancouver
Apr 23 - 27 Apr 30 - May 4	CUPE Naramata Courses include Job Evaluation - Protecting & Maintaining CUPE Plans; Parliamentary Procedure and Public Speaking; Communications	Naramata
May 9 - 12	CUPE BC Annual Convention	Victoria