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CUE Representatives

Last Update: March 23, 1986

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President	Kitty Byrne	Curr. Lab.	228-3080
Vice President	Shirley Irvine	Commerce	224-8333
Union Representative	Patricia House	Union Office	224-2308
Union Representative	Ted Byrne	"	"
Treasurer	Mary Vorvis	Co-Ord Hlth Sci	228-6662
Trustees	Edmund Kam	Cat. Products	228-664995
	Suzan Zagar	Woodward Library	228-2570
Contract Cmt. Ch.			
Health & Safety Rep	Karen Shaw	Cat. Rec., LPC	5478
Tech. Chg. Cmt. Ch.	Mary McKenna-Forkin	Medicine, St. Paul's	682-2344 2654
Job Eval. Cmt. Ch.			
Division Rep.			

GRIEVANCE COMMITTEE

Byrne, Ted	Union Office	224-2308
Halama, Florence	Commerce	224-8314
House, Patricia	Union Office	224-2308
Irvine, Shirley	Commerce	224-8333
Wilson, Vic	Woodward Library	4442/2882
Zagar, Suzan	Woodward Library	228-2570

CONTRACT COMMITTEE

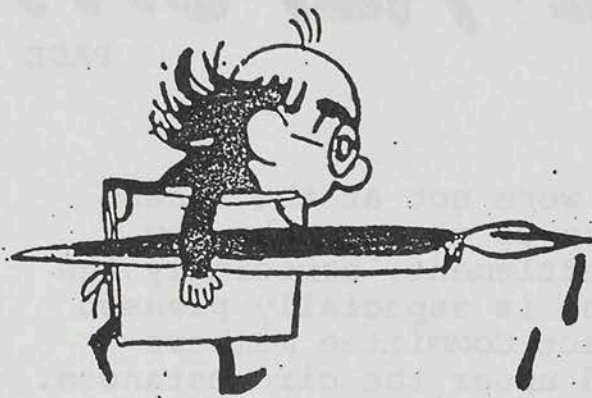
Altman, Shari	Commerce	224-8312
Burbidge, Andrea	Hamber Library	875-2153
Byrne, Ted	Union Office	224-2308
Hall, Philip	Map Library, Main	2231

JOB EVALUATION COMMITTEE

Byrne, Ted	Union Office	224-2308
House, Patricia	Union Office	224-2308
Jan, Elaine	Pharmacology	5898
Tidy, Glynis	Continuing Medical Education IRC	2001
Wiggs, Nancy	Legal Clinic	2880

SHOP STEWARDS

Anderson, Alannah	2882	M - Woodward Circ.
Bartram, Gwyn	4400	M - Film Library, LPC
Bennie, Anne	6111/5380	Crane Library
Bennie, Sheila	2277	F - School of Social Work
Berry, Susan	2133	C - Botany
Blair, Judy	2811	E - Housing
Blake, Jet	5548	D - Bio-Resource Engineering
Burbidge, Andrea	875-2153	K - Hamber Library
Byrne, Kitty	3080	D - Curriculum Lab.
Clague, Lexie	5924	D - Agriculture and Soil Science
Clegg, Susan	2267	D - Geophysics & Astronomy
Cocchia, Anita	2120	C - Applied Science
Crosson, Marion	3502	B - Dentistry
De la Giroday, Rochelle	222-5273	N - Centre for Continuing Education
Dionne, Marcel	4582	F - Purchasing
Eeckhout, Sarah	3266	C - Chemistry
Elko, Jean	3711	A - Registrar's Office, WP
Erickson, Charles	2055	A - Financial Services, Payroll
Glavina, Helen	5911	G - Legal Clinic
Gunawardene, Sonali	4711	L - TRIUMF
Halama, Florence	224-8314	C - Commerce
Hall, Philip	2231	H - Map Library, Main
Henrickson, Jay	2769	F - Theatre
Irvine, Shirley	224-8333	C - Commerce
Jan, Elaine	2575	B - Pharmaceutical & Therapeutics
Kam, Edmund	6649	M - Catalogue Products, Library
Kennedy, Marilyn	3176	C - Oceanography
Kinnard, Pat	682-2344 2654	J - St. Paul's Hospital
McAnulty, Michelle	228-6662	B - Coordinator of Health Sciences
McInnis, Shelley	2341	E - Geography
McKenna-Forkin, Mary	682-2344 2654	J - St. Paul's Hospital
Melanson, Richard	4995	M - Catalogue Records
Nicholson, Margaret	4863	A - Registrar's Office, Admissions
Shaw, Karen	5478	M - Catalogue Records, LPC
Smyrnis, Vivian	2779	F - Architecture
Steven, Joanne	875-2435	K - Research Centre, Children's Hospital
Varty, Brian	2854	H - Main Library
Westbrook, Bev	2780	F - Canadian Literature
Whittam, Alec	2935	A - Registrar's Office
Wilson, Vic	4442/2882	M - Woodward Library
Wolch, Judi	224-8317	C - Commerce
Woodcock, Sylvia	4136	F - Anthropology & Sociology AM only
Zook, Elizabeth	5591	B - Audiology & Speech Services
Howland, Randy	6116	F - Printing Services



NEXT ISSUE DEADLINE:

JUNE 10, 1988

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COMMITTEE REPORTS

PAGE 1

Contract Committee Report

For the benefit of those of you who were not at the recent Special General Meeting, I would like to go over the new contract and explain the terms of settlement, especially the changes to contract language. No one is especially pleased with this settlement, but the Contract Committee members believe they did the best they could under the circumstances. The contract will expire in eleven months, and we have already begun to plan for the next set of negotiations, which we expect to commence in January, 1987. We feel that the most important thing at this time is to build a strong Contract Committee, and that means that we need representatives from every division in the bargaining unit. We will be electing a Committee in the near future, and if you are unhappy with the settlement we just received, then all the more reason to get yourself elected. We will be polling the membership sometime in the next few months, and any ideas that you have as to what should be addressed in the next round of negotiations will be given very serious consideration. We rely on your input and assistance.

In terms of wages, the basic settlement was 1% with no retroactivity, and \$300 in lump sum payments. For the period 1984-86 our settlement was basically the same as that of Cupe 116, except that their contract was settled in January, and so the percentage increase came into effect earlier, and their increments were unfrozen at an earlier date. It is also important to remember that they had no wage increase in 1983-84, a year when we received 5.25%. Comparisons are odious, I know, but to a large extent we do set the pace for each other. Our relationship with Cupe 116 has improved over the past couple of years, and we hope that in future we will be able to more closely coordinate our efforts in contract negotiations.

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original proposal, 393 people would have received no increment at all in July 1986. We managed to have this adjusted so that now only those people at step 6 in the lower pay grades receive no increment, but do get a small lump sum payment in lieu. The \$100 lump sum payment in Dec. 1986 was also not part of their original proposal, which was \$100 period.

The University's original proposals included many serious concessionary demands — relief employees, retirement, seniority, picket lines, right to apply for jobs, statutory holidays, leave of absence, sick leave, maternity leave, hiring above the base rate, upgrading of classifications without the Union's approval, longer suspensions, longer notice of resignation, departmental closures based on 'financial exigency', and changes to the grievance procedure. When push came to shove, the only major concession that remained on the table was the article on relief employees. The University wanted the right to hire 'relief employees', or casuals. These employees would have very few of the protections we enjoy: they would be on-call, and 'hired on an as and when needed basis', they would have no vacations, no right to layoff or recall, no benefits, no sick leave, maternity leave, compassionate leave, no seniority, and would not be permitted to apply for permanent jobs which would 'conflict with their current temporary assignment'. It became obvious that this was the one thing the University most badly wanted, and that they were not going to remove it from the table, or alter it in any way. We did not feel it would be a strike issue, and so we were compelled to make a counter-proposal.

Under the old contract, when a temporary employee was hired, that employee had an automatic right to a job after three months — they would have to be given whatever vacancy was available in their classification, or bump the person in that classification with the least seniority. If a temporary assignment ended, they would have the right to the first vacancy in their classification. The University felt that this severely reduced their right to hire (it was meant to). Their solution, for awhile, was to build up the floaters list, and assign people temporarily from that list. The Union put an end to this practice, because the floaters list was only meant to provide casual work for people who had been laid off (34.06 1)). After that the University chose never to hire temporary employees, and to contract out all short-term clerical work. We were not aware that this was their practice until it came out in this round of contract bargaining. The amount of such contracting out has increased dramatically over the past eight months, and we have launched a grievance which we intend to pursue.

What we proposed to the University were the minimum changes to the temporary employee language that we were willing to accept. Basically, our proposal was that temporary employees would no longer become continuing employees after three months, but would continue to receive all of the benefits of the contract. We did not alter our position beyond that, and what we negotiated was what we had proposed. Temporary employee rights remain essentially the same as other part-time and full-time employees.

To summarize these changes: Positions of more than three months duration still have to be posted and filled permanently, except for leaves of absence which can be filled by a temp, but only when there is no possibility of a temporary promotion. Temporary employees will not receive three months notice of layoff resulting from technological change, since most of their assignments will be shorter than three months. The number of positions filled by temps cannot exceed 2% of the bargaining unit, which effectively prevents the University from reducing the number of continuing positions by using temps. Temporary employees accrue seniority from date of hire, and can therefore apply for continuing positions at their own discretion, and have to be treated as internal applicants. Their benefits are the same as other full-time and part-time employees (depending on whether they are working full-time or part-time). When they are 'laid-off' — ie. when their assignment ends — they are called back in order of seniority within their classification. They can be assigned to higher classifications, but cannot be assigned to lower classifications unless there is no work available in their own classification. They also have the right to refuse any assignment, which allays our greatest fear, which was that temporary employees would be 'on call' and have to make themselves constantly available at the risk of losing their jobs.

Other changes. The contracting out and sexual harassment letters of agreement have been incorporated in the body of the contract, which gives them greater permanence (a letter of agreement usually deals with a temporary problem, or with something that is being given a trial). Promotion and temporary promotion, because of the reduction of increment steps, will mean a larger increase (twice as much).

The article on vdt safety is much less than we had hoped for, but it is a step in the right direction, and we intend to seek improvements in subsequent negotiations. Most recommendations on vdt safety include a break every hour, and the article we negotiated achieves this in that vdt operators are allowed ten minutes away from the terminals every two hours — however this is not a 'break', just a reassignment to other duties. If a pregnant employee does not wish to work on vdt, the department has to attempt to assign them to an alternate

position. If this is not possible, then she may work as a temp until her maternity leave. Unfortunately the employee may have to accept a position at a lower classification if nothing is available in her own classification. When she returns from maternity leave, she is then entitled to a position in her original classification. We were unable to negotiate ergonomic standards into the contract, and had to settle for a cross-reference to article 24, which is a recognition in principle that quality standards and ergonomics of vdt's do constitute part of the 'good working conditions' the University has agreed to maintain.

The changes to the vacation and sick leave articles mean that in future these credits will be worked out in hours, if that is not being done already. This will not effect the amount of time you receive, and is only a standardization of procedure. The changes to 27.07, 28.02, 30.07, and 34.07 incorporate into our contract sections of the Employment Standards Act which we relied on in the past, but which we were deprived of when the Social Credit Government amended the Act in 1983. Those amendments to the Act meant that unionized employees could no longer have recourse to the act and had to rely entirely on their negotiated contract. Had we not negotiated these changes, the employer could have denied us rights that had always been ours through legislation. The changes to 28.02 d) (Minimum Hours of Work) are adopted from the Act, and are meant to protect employees who are on call (temporary employees for example) and part-time employees who, according to the Act, have to be scheduled to work a minimum of four hours at a time. This change does not effect the layoff procedure outlined in article 34.01.

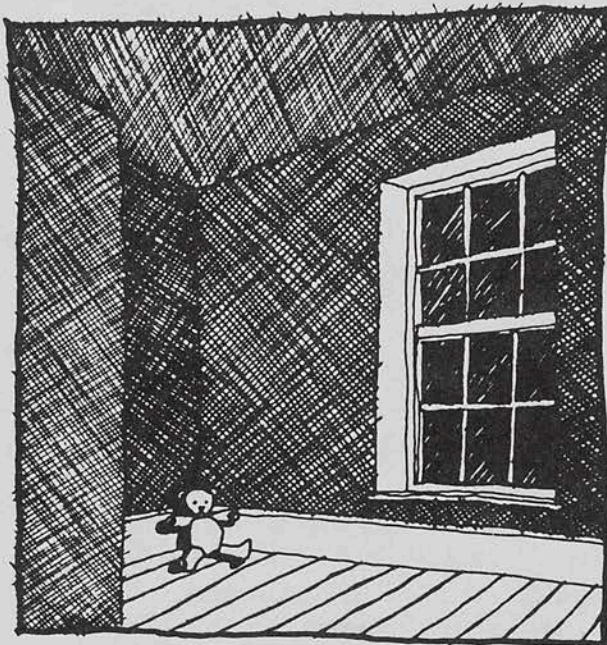
Article 29.02 is changed so that overtime has to be requested by the 'Department Head or designate'. In some departments there seems to be confusion as to who authorizes overtime. The University has agreed to inform our members in each department as to who has authority to authorize overtime, sick leave etc. It may seem obvious that you don't work overtime unless it has been requested, but we have had problems in the past where there has been a dispute as to whether or not overtime was authorized. We attempted to negotiate a statement that overtime has to be authorized 'in writing' but were unsuccessful. Our advice would be to always have your overtime authorized in writing (see the Grievance report for more on this issue). Article 30.06, Sick Leave, includes a similar change — you now have to notify your Department Head or designate when you are off sick, which means it is no longer sufficient to phone in and leave a message. This will be a pain in the butt, I know, but it does say 'as early as possible', and 'normally by starting time on the first day', so if you can't get ahold of your 'Department Head or designate' you'll just have to call them back when they're there.

The grievance procedure is changed slightly. The deadlines for a step 3 grievance have been changed (the old deadlines were confusing, and not really adhered to), and the deadline for invoking the grievance procedure for grievances that start at step 2 has been set a 30 days from the occurrence of the action being grieved, or from first knowledge of grounds for a grievance. This 30 day deadline was introduced for step 1 grievances in the last contract, and it is certain that the University will get a 30 day deadline for step 3 grievances in the next set of negotiations. That is something we could never agree to since it would effect policy grievances, where it might be difficult to establish a date from which to count the 30 days.

Please feel free to call the Union Office if you have any questions about the above.

- Ted Byrne

RATIFIED APRIL 14/86



'Waiting in the corners of dark rooms...'

CANADIAN UNIVERSITY EMPLOYEES

BALLOT

Are you in favour of the proposal for a settlement of the 1984-87 CUE contract:

- YES
 NO

Mark one of the above options with a check or an X in the appropriate box.

Grievance Committee Report

Over the past couple of years, we have had several very serious discharge cases involving fraud and theft. One thing that has become apparent to us as a result of these cases, is that some departments are very loosely managed when it comes to the handling of money, and various forms of authorization. There are a number of reasons for this that come immediately to mind, aside from simple carelessness. This is a very large institution, but it is divided up into many, often very small, departments. Consequently, it is often difficult for the University to have consistent policies that are consistently followed. The size of the departments, and their independence, also often leads to a friendly atmosphere where sensible procedures are sometimes replaced by trust. This is not a bad thing in itself but, as we have learned, it can sometimes backfire. In addition, many departments are administered by people who have very little management experience. The result is that some of our members are put in a position of having more responsibility than should be theirs. This may be satisfying to the individual in some cases, but it can lead to problems that they may not even be aware of.

Essentially we are concerned that situations that involve money handling, signing authority, and so on, be carefully enough regulated that, a) there is as little as possible room for dishonesty, and b) that innocent individuals are not put in a position where they become the logical culprit if something goes wrong, or have to take full responsibility for something when actually the responsibility had only been delegated' to them.

In reviewing the cases referred to above, we have come up with the following simple pieces of advice which may help you to cover your rear, to use a military expression. I'm sure that some of you, after reading this, will also have advice that you would like to share, or perhaps criticism of the advice offered. We also hope that the University, with the knowledge gained from these cases, is taking a hard look at the policies and procedures, or lack of them, in the departments.

When handling money: Use the standard pre-numbered receipts available from the University. Be sure you can account for each and every receipt number before they leave your hands. Any unused receipts should be voided. If you are handling cash, be sure that you count it when it is exchanged, and get acknowledgement from the other party that the amount is correct. If you are holding cash for any reason, make sure that you are the only one with access to it. We recently heard from someone who works with a cash float, and was being held responsible for making up the difference if there were

any shortages in the balance. Let us know if you are in a similar situation.

Never sign other peoples names to any documents or letters. This appears to be a common practice, but it is a foolish one no matter how innocent, or expedient it may seem. If you do have to sign a letter, the proper practice is to sign your own name and add 'per' or 'for' plus the other person's name. In cases where authority is involved, there should never be any reason to sign another's name. If you are being asked to sign for others, or have been given the authority to sign, request that proper signing authority be granted to you through the Finance Dept.

When you are doing something that requires authorization, such as working overtime, taking time off, assuming a temporary promotion, and so on, be sure that you get proper authorization in writing. Don't allow yourself to be put into a situation where it is your word against theirs — we can tell you in advance whose word will be accepted.

In the case of medical prescriptions, which some of you process: If a pharmacist calls and asks for authorization for a repeat of a prescription, a verbal okay from the doctor, passed on by you to the pharmacist, is not sufficient. There should be written authorization. The best solution is to have a form which includes name of person phoning, time, date, what they request, a space for the doctor's signature giving her approval, the name and signature of the secretary handling the call, and the time and date that a response was given to the pharmacy. This should go in the patient's file. In one department that we know of they use a rubber stamp which has all of the above information on it — they stamp the patient's chart, fill in the information, and give it to the doctor for him to tick 'OK' and initial.

Petty cash: Don't be loose with petty cash. Get a proper petty cash pad and have people sign for any cash received. Keep all receipts.

If you are handling cash, don't be afraid to ask for whatever is necessary to ensure that it is secure: lock and key, strongbox, or even a safe if it is a lot of money. It's worth the expense to the department.

I'm sorry if much of the above seems obvious too you, but believe me it needs to be said.

Ted Byrne

CUE FOR SAFETY by Karen Shaw

Here are some of the highlights of the past year.

CUPE Safety Convention held in Vancouver, February, 1985.

After a year the two items which stand out in my mind are:

1. "The right to know". This is a law in the United States and some other countries which enables workers to know if they are handling dangerous chemicals or face certain hazards at their work. This awaits legislation in Canada later this year.
2. The right to refuse unsafe work. This already law in Canada. The following is taken from the Workers' Compensation Board's Regulations:

8.24 (1) No person shall carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment when that person has reasonable cause to believe that to do so would create an

undue hazard to the health or safety of any person.

(2) Pursuant to clause (1) a worker who refuses to carry out a work process or operate a tool, appliance or equipment shall forthwith report the circumstances of the unsafe condition to his supervisor or employer.

(3) The supervisor or employer receiving a report made under clause (2) shall forthwith investigate the matter and

- (a) ensure that any unsafe condition is remedied without delay; or,

- (b) if in his opinion the report is not valid he shall so inform the person who made the report.

(4) When the procedure under clause (3) does not resolve the matter and a worker continues to refuse to carry out a work process, the supervisor or employer shall investigate the matter in the presence of the worker who made the report and in the presence of:

- (a) a worker representative of the Industrial Health and Safety Committee; or,

- (b) a worker who is selected by a trade union representing the worker; or,

- (c) when there is no Industrial Health and Safety Committee or the worker is not represented by a trade union, any other reasonably available worker selected by the worker.

(5) When the investigation under clause (4) does not resolve the matter and a worker continues to refuse to carry out a work process or operate a tool, appliance or equipment, both the supervisor, or the employer, and the worker shall forthwith notify an officer of the Board* who shall investigate the matter without undue delay and issue whatever orders he deems necessary.

(6) No worker shall be subject to disciplinary action because he has acted in compliance with this regulation or an order made by an officer of the Board.

(7) Temporary assignment to alternative work at no loss in pay to the worker until the matter in clause (1) is resolved shall be deemed not to constitute disciplinary action.

The bottom line of this is that it not only is your right to refuse unsafe work, it is your obligation. If there is an accident and you even suspected the equipment was faulty, you could be denied compensation. If you are found operating equipment that you thought or knew was faulty, or allowed someone else to use, you can be fined heavily even if no accident occurs.

Last summer UBC appointed an Occupational Health and Safety Director, Dr. M. Wayne Greene. He is the resource person for campus. He has a wealth of safety knowledge that pertains to our bargaining unit.

In February, 1986, I attended the Safety Course offered by the Canadian Labour Congress. As I reported at a recent meeting, the highlights included topics such as hearing and sight protection, working with VDT's, the effects of stress, etc.

This month, UBC appointed a Hygiene Officer, David Bell. He will be working with Dr. Greene.

At the present time I sense two areas of concern:

1. Poor communication. Although there are over 80 safety committees on campus little is known who serves on them or how to contact them. The Occupational Health and Safety Office is working to solve those mysteries. If you are involved with or would like to be involved with such a committee, or if your building does NOT have a safety committee, I would like to know. Please write me at the Union office.
2. Poorly heated offices. Some offices have too little or too much heat. When I find out, several days have elapsed. That is too long to tolerate such conditions. I would appreciate your contacting me immediately through the Union office. Do NOT wait days, even hours! The following is taken from the Factory Act. My frustration is enforcing these clauses!

8.003 Effective provision shall be made for securing and maintaining a reasonable temperature in each office or shop, but no method shall be employed which results in the escape into the air of any workroom of any fume of such a character and to such an extent as to be likely to be injurious or offensive or cause discomfort to persons employed therein.

8.004 In every office and shop in which a substantial portion of the work is done, a temperature of not less than 70°F, measured at 5 feet from the floor, shall be considered a reasonable temperature to maintain while the work is going on, unless authorized otherwise by an Inspector in writing.

THE OFFICE GUINEA PIG:
VDT'S AND RADIATION UPDATE



Based on what we don't know, VDT's are safe. Well, relatively safe. The Health Protection Branch in Ottawa says so. Recently, they sent a bulletin to doctors on the subject of the safety of video display terminals outlining that at the present time there is no scientific or medical basis to be concerned about radiation health effects from VDT's. They also adopt the position that the use of "shielding, lead aprons or any other protective device by VDT operators is unnecessary".¹ This advice is like the Fire Department telling someone to go back into a burning building! They report that a number of studies have shown that radiation emissions from VDT's were not above background levels. This latter point is true but it is misleading not to mention at the same time that scientists and physicians have raised several concerns about radiation from VDT's as more information is learned.

This is hardly the first time that health and safety of workers has been treated as a low-key issue. In the past, company doctors employed by asbestos companies did not reveal medical problems caused by working with asbestos material. The fact remains that little is known about the long-term effects of low-level radiation from VDT's on our bodies. Researchers from around the world continue to study the possible effects of both ionizing and non-ionizing radiation and some are saying that the radiation standards, set in 1979 for VDT's, need to be stricter. Studies on the cumulative effects of radiation indicate that long-term exposure to radiation may result in serious health effects.

How does radiation affect us?

Ionizing radiation: X-radiation is the only form of ionizing radiation that is produced and emitted from a

VDT. It originates in the vacuum tube of a VDT. It is measured in rems per hour. The Canadian standard for VDT's is 0.5 mr (millirems) per hour measured at a 5 cm distance from the machine surface. This same standard applies to T.V. sets.

Health Effects: If VDT machine is not faulty, that is, does not leak radiation, ionizing radiation is NOT USUALLY considered a health risk BUT we should not overlook the following points which have been raised concerning its safety: 1) Only prototypes of machines are tested by manufacturer, not each individual machine. 2) Combined effects with other forms of radiation being emitted raises questions about greater exposure problem. 3) Cumulative effects under study. "The longer the exposure, the greater the dose and the greater the chance of radiation injury"².

Non-ionizing radiation: Non-ionizing radiation includes static fields, extra low frequencies, radio frequencies, microwaves, infrared, visible light and ultraviolet. Frequency measured in cycles per second (CPS) and expressed in hertz (Hz). Canadian standard differs for different types of non-ionizing radiation. For ultraviolet, microwave and radiofrequency it is 1 milliwatt/cm².

Health effects: Includes posterior cataracts, burns on cornea, chromosome damage, blood disorders, nervous system dysfunction, spontaneous abortion, birth defects, skin cancer. Some physicians who have treated many cataract cases in young VDT operators have found that the only factor contributing to the growth of cataracts was VDT work. Regular eye exams are very important to detect the onset of cataracts. VDT users should have a slitlamp biomicroscopy test performed when

they go for eye exams to detect any presence of cataracts. It is interesting to consider that "different parts of the body absorb radiation at different rates. The eyes, the reproductive organs and the brain absorb faster"³ One wonders if this is why cataracts are now appearing in young people.

Mysterious birth defects and miscarriages: The dangers of having x-rays done during pregnancy are well known. Medical x-rays can do a great deal of damage to the development of the fetus, but what danger does operating a VDT pose to the pregnant woman and children born to them?

Just as we have different metabolisms, cumulative effects of radiation seem to be more harmful to some individuals than to others. They would cause one woman to miscarry while someone else in the same circumstances would carry a baby to term. Yet, for reasons unknown, "clusters" of miscarriages and birth defects have occurred too, the common denominator in these cases being that the women all worked on VDT's for the same employer.

"A survey by the Japanese General Council of Trade Unions found that over a third of pregnant women had problems during pregnancy or delivery".⁴ The Japanese government is conducting a 3 year epidemiological study of VDT's.

There is also concern that birth defects of children sired by male VDT operators could have been caused by low-level radiation. Studies show some evidence that "even low levels of radiation exposure may affect the sperm or ovum of a worker".⁵ I heard a man, a VDT operator, share a personal experience about this. He is the father of 2 children born with heart murmurs.

Results from recent studies indicate that cumulative effects of radiation can be responsible for altering the reproductive system, cardiovascular system, nervous system

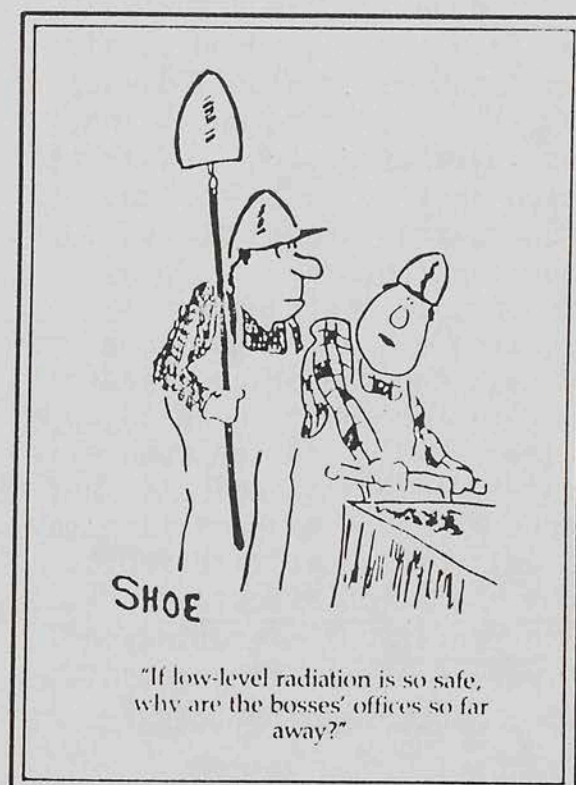
and can affect our eyes and our brains.

Right to transfer when pregnant:

Although testing machines for radiation levels is a good idea and should be something the employer agrees to do, in terms of the cumulative effects of radiation, these periodic checks are not enough to guarantee safety. A VDT could be checked for radiation levels and found to be within the standards, yet cases of birth defects or miscarriages in the same office could occur within a very short time. At the time of the Toronto Star incident where 4 out of 7 pregnant women who worked regularly on video display terminals gave birth to children with abnormalities (1980), "units at the Toronto Star and in other locations across Canada were checked after the incident was publicized and all reports indicated extremely low or non-measurable radiation levels."⁶ It looks as though the only viable safety option for pregnant women is to transfer to a job away from VDT's.

How can we minimize risks?

Western European countries seem to be pushing harder for protection against the hazards of VDT's (West Germany, Sweden, Norway). In these countries there are laws governing



the ergonomic aspects of VDT's and "Norway's Working Environment Act mandates 2 hour shifts of terminal work and limits the amount of time spent on VDT's to 50% of the working day."⁷

Considered Shields? VDT shields are being increasingly used by VDT operators. They are made of transparent acrylic and are lined with miniscule lead particles to virtually eliminate ionizing and non-ionizing radiation. They are promoted as the best source of radiation protection available. Some manufacturers, I'm told, are shielding machines before they are put on the market. This is an area that the union plans to investigate. Generally, VDT models with metal cabinets are preferable to plastic ones since they provide better shielding. The union office has information on suppliers of anti-radiation shields.

"Do It Yourself" VDT shield: I've never tried this but it's been suggested by VDT researchers:

"Terminals can be shielded on the outside with copper foil glued to cardboard, a technique used by the Canadian Centre for Occupational Health & Safety in Hamilton. A wire attached to the foil is ground. This method eliminates the electric field only. Another shielding method involves lining the inside of the case with soft steel sheet metal which could be easily retrofitted for terminals presently used in schools. Both electric and magnetic fields produced within the terminals would be contained."⁸

Conclusion

In the meantime, what can be done now? The best protection available now is through contract language on VDT's. Health and safety clauses should be negotiated to allow pregnant women to transfer to non-VDT jobs, VDT operators should spend a maximum of 4 hours a day on terminals, machines should be monitored regularly and copies of radiation reports should be sent to the union. Also, where

possible anti-radiation shields should be added to the department's "shopping list". While researching VDT's and radiation hazards it has become apparent that the Health Protection branch should be taking a complete reverse approach to radiation health effects. They should advise VDT operators to be cautious; better safe than sorry. Blind trust in present radiation standards is not good enough. Lobbying to have the standards changed must continue. Also, we must continue to emphasize the necessity of VDT language at negotiations with our employer.

1. Health Protection Branch bulletin, Dec. 1985.
2. p. 14, The Hazards of VDT's, Ontario Public Service Employees Union.
3. p. 20, The Hazards of VDT's.
4. The Guardian, March 12, 1986
5. p. 27, Reproductive Hazards at Work, Can. Advisory Council on Status of Women, Nancy Miller Chenier, 1982.
6. p. 26, Reproductive Hazards at Work.
7. The Guardian, March 12, 1986
8. Got The VDT's Newsletter, Toronto, Winter 1984.

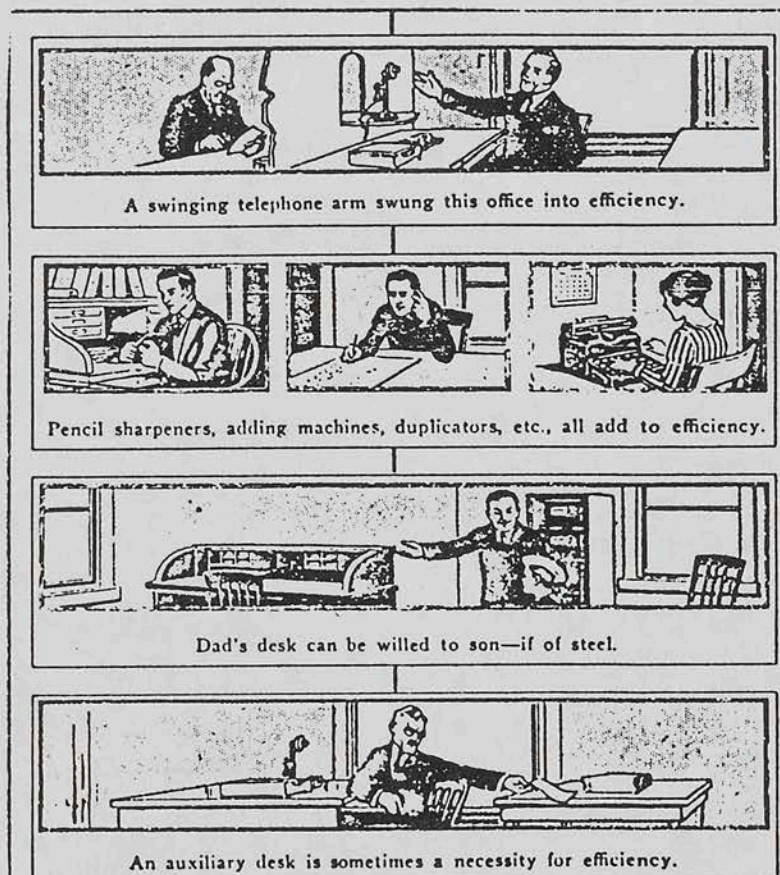
Mary McKenna-Forkin



Union Office Report

A hiring committee struck by the executive interviewed six internal applicants for the position of secretary in the Union office. It was not an easy decision to make, but after considerable discussion one person, Helen Glavina, was on the top of everyone's short list. A recommendation was made to the Executive, and Helen has been appointed to the position. Helen has worked for several years in the Legal Clinic, an office with many similarities to our own, and has a strong background as an active union member. We are very pleased with the decision, and are certain that Helen will make a significant contribution to the operation of the office.

The installation of our computer system is going well, but everything is not yet in place. Our mailing list has been put on line, which has considerably reduced the amount of work involved in mail outs. We are still trying to iron out the wrinkles in this program, so we continue to request your patience. If there are any problems with your mailings, please send us a memo as soon as possible. Some of the problems that exist are problems with delivery, and these usually occur with the off-campus locations. If you have any suggestions as to how the off-campus mail can be better handled give us a call.



CUPE < > CUE

For those of you who are new to the bargaining unit, it should be explained that the membership of CUE (formerly AUCE Local One) decided about a year ago to affiliate to the Canadian Union of Public Employees (CUPE). We have a two year service contract with CUPE which gives us all of the rights of a Cupe local, including membership in the Canadian Labour Congress (CLC). After two years, our members will have to decide whether or not to become a chartered Cupe local.

Affiliation with Cupe also allows us membership in the BC Federation of Labour (BC Fed), the Cupe BC Division, the Cupe Metro Council, and the District Labour Council. Membership in any of these groups would involve per capita payments (this does not necessarily mean a dues increase). Members of the executive have attended BC Fed and Cupe Division conventions, and meetings of the Metro Council, and feel that full participation in these bodies is important to us as a trade union. However, the membership will ultimately have to decide whether or not we take that step, and such a decision should probably not be made until after we have decided on the question of joining Cupe.

The Executive will present a full report on our experience with Cupe over the period of the service contract before a vote is taken in January 1987. In the meantime, I would like to say a few words about our experience so far. I will try to cover the various points that were made by the Merger Committee in its final report of December, 1984.

Local autonomy.

Our greatest fear regarding affiliation was that we would lose our independence. Right no I would say that our relationship with Cupe doesn't seem to threaten this at all. Our internal structure has remained the same, except for those changes necessitated by a reduction in staff. Cupe seems to be more of a resource we draw on than a higher body from which we receive direction. Our main connection to the organization is our staff rep. The staff rep influences the operation of the local, but it is an influence based on experience and access to information, rather than on anykind of structured authority. We are free to accept or reject the advice of the rep, and the only 'power' that the rep has which is actually built into the structure is her or his ability to influence the local's access to the defense fund and other resources. So far, for us, this has been a positive influence. I think we are fortunate to have Joe Denofreo as our staff rep. He has been very available to us, and we've developed a good deal of respect for his opinions. Through him we've also had reasonably good access to expert advice on legal matters, education, contract costing, research, etc. At present, Joe is the staff rep for Cue, Cupe 116 and the TAU, but he is also assigned to several other locals off campus. One of the things that we will try to negotiate with Cupe is the assignment of one staff rep exclusively to the campus locals.

Another thing I've noticed, as regards local autonomy, is the absence of enforced 'caucus discipline'. I've heard representatives of other trade unions criticize Cupe for its lack of 'caucus discipline', but the acceptance of dissention seems like a healthy sign to me. Just to give you an example, Cupe BC was instrumental at the Annual Convention in pushing through the change to a percentage per capita payment to the Cupe National. The BC caucus was very tough, and united on this issue, but there were a couple of locals that voted against it - obviously because the average wage in these locals was high, and a percentage calculation would work to their disadvantage. There was also some division over the election of the National Secretary Treasurer, which was clearly an old guard/new guard type of election. I also remember hearing someone criticize Cupe for being divided over the BC Fed elections in 1984.

Services.

Research: Aside from a multitude of small questions that have been answered, the best examples of our use of Cupe's research services are in the areas of contract costing, and the Ritchie and Associates campaign. As for the contract, the groundwork for costing in our current negotiations was very thoroughly set by Don Cott in the Regional Office, with the help of the National Office and their computer facilities. The Regional Office also help us with some salary surveys. With Ritchie and Associates, the help came from the National Office, and especially from John Calvert and Larry Katz. It was also the National that hired, and paid, Donald Gutstein, the researcher who wrote the Ritchie and Associates report. The National also help to pay for some of the other costs incurred by this campaign - buttons, printing costs, pr, and so on. It should also be mentioned that we received some helpful assistance from the National Office with the setting up of our office computer.

Education: Since we've been associated with Cupe, members of our executive have attended several courses and conventions put on by Cupe or the BC Fed - conventions on coordinated bargaining and health and safety, and courses on contract negotiations, women and unions, and health and safety. Cupe also provided us with two very successful shop stewards courses, which we hope will become an annual event. We still encourage our members to attend the Cap College Labour Studies courses, and the annual Continuing Legal Education seminars, but it looks like Cupe will be able to provide much of our education needs.

Legal Assistance: It looks like we've pretty well weaned ourselves from our lawyers, and most of our legal advice is coming from our Cupe rep, and/or the National's legal services section. Our staff rep has broad experience in arbitration, and we've relied heavily on his advice. Several times he's sent a file to Ottawa for an expert opinion, or put us directly in touch with a Cupe lawyer. So far, in our first year as a 'Cupe local', we haven't yet been to arbitration. This is quite a relief, after several very expensive years in which there were numerous arbitrations. We seem to be settling more grievances, but I'm not sure whether this has to do with the advice we're getting from Cupe, or the fact that the University realized they

were going to go bankrupt before we did! The 20m dollar defense fund has added a little to our self-confidence. If and when we do wind up in arbitration our staff rep will act as counsel, where in the past we would have hired a lawyer. The Cupe National will provide a lawyer if we can convince them of the necessity of it - this would depend on the importance of the case as a precedent. We still have the option of hiring our own lawyer if we feel it is necessary.

Public relations: We've had three press conferences in the past year: one on contract negotiations, and two on Ritchie and Associates. The arrangements in each case were handled by the Cupe BC public relations officer. I believe these conferences were more successful than they would have been had we had to arrange them ourselves. At two of these conferences we had the benefit of the Cupe National President's participation, which certainly increased our chances of press coverage. Even in our own ongoing public relations efforts we've had some useful assistance from the Cupe pr rep.

Publications: One thing we have in our office is a damn good library. Cupe's regular publications have been a welcome and useful addition. We've been sending some of these publications out to our stewards, so hopefully they get some circulation amongst the membership. Jeff Rose, the Cupe president, is a compulsive writer, and his frequent reports to his Executive have been an excellent source of information on Cupe across the country.

There are also regular reports, handbooks, etc. on particular issues that have been of use to us. The Cupe 'wish book' is a good example: model language on which to draw for contract negotiations.

Defense fund: As noted above, we have already had some benefit from the defense fund - the money for research on Ritchie and Associates came from this fund. Otherwise, it's just somewhat comforting to know it's there.

Women's issues: Since we don't belong to the BC Division of Cupe, we are not currently involved in the women's committee, or any other Cupe committees for that matter. Cupe has taken a strong position on women's issues, as evidenced by some of the reports and resolutions discussed at the Annual Convention last October. According to the report of the Equal Opportunities Office, women's committees have been set up in all of the regions, and in many of the union locals. The first annual Women's Conference was held in March 1984, and the first regional conference in May 1985. Courses have been developed in the area of women's issues, including the week-long 'Women in the Union' course at Naramata, to which we sent a member of our executive. A quarterly 'Equal Opportunities Bulletin' has been established. A 'Compendium on Women's Policies' has been published. The Cupe National Task Force on Women has been very active, as evidenced by their report to the Convention, and Cupe participates in the National Action Committee on the Status of Women, the Women's Legal Education and Action Fund, and the CLC's Women's Committee. The following activities have been planned: a second national women's conference, a second regional conference, a 'Bargaining for Equality' binder for use

by local negotiating committees in furthering Cupe's policies on equal pay and other issues, and other information packages for local union members around specific equality issues. There seems, then, to be a fair amount of activity in this area, and our task, obviously, is to tap into it. This may be one strong argument for joining the BC Division, since that's essentially where our representation is located. Currently, we have no women's committee, and our response to women's issues is on an ad hoc and somewhat sporadic basis. I'm ashamed to admit it's minimal, and this should be a serious concern.

The Convention passed positive resolutions on child-care, equality, technological change, sexual harassment, and abortion (the resolutions calling for a deletion of policy on this issue were defeated), and constitutional amendments on child-care at conventions and percentage per capita dues. Documentation regarding the above is available from the Union office.

Education Sector: Comparisons with other Cupe locals in the post-secondary education sector have been useful to us in relation to contract negotiations. Cupe also has a large number of locals representing library workers, both here and across the country. We had an opportunity to meet with these locals at the Convention, and will have another opportunity at an up-coming regional conference of library sector locals.

Affiliation: We sent a couple of our executive members to the Harrison Winter School this year, and several of us attended portions of the BC Fed Convention. Although we don't belong to the BC Division, we have been included in several conferences, including one on joint bargaining, and one on health and safety. We also attended the BC Division Convention last summer, and have attended the Metro Council. The whole question of extending our affiliation will come up once we've decided on our membership in Cupe, and there will be a full report on this aspect of our potential membership before a decision is made next year.

Cupe at UBC: I would say that our relationship with the other Cupe locals on campus has improved since our association with Cupe. We all have the same service rep, and so there is a constant line of communication open. We have cooperated with the other locals on specific issues - with the TAU on contract negotiations (joint press conference last Spring), and with the Cupe 116 on the Ritchie and Associates issue. Cupe 116 and CUE have recently both had representatives elected to the Staff Pension Board, and we look forward to a good working relationship there. We can only hope that the solidarity between the three locals continues to grow to the extent that it will have some real and positive effect on our relationship with the employer.

To sum up, we feel quite positive about the relationship at this point, and have every reason to expect that things will continue to go well in the second year of our service contract.

Job Postings

Personnel Services have changed their policy on job postings. In the past positions continued to be posted until they were filled. Presumably, each week the job was posted, the deadline for application was extended until the Friday of that week. In other words, they would continue to post the job until they had applicants for it or, more likely, until they found the applicant they wanted to hire. Now they intend to post the positions for five days only, which is the length of time required by our contract (22.01). Each week's posting will list only new vacancies.

This could be to your advantage as an internal applicant, since you may not have to wait as long for a decision to be made. However, it's not altogether clear to us how this new procedure is to work. Personnel Services has told us that the last day of the week the job is posted is the deadline for applications, but that they will accept applications beyond that date if the job has not been filled. In other words, if they do not have any applicants, or any 'suitable' applicants, the posting will remain open, but we will no longer know when the actual deadline for application is, since the position will no longer, as in the past, be posted until filled. One of our fears is that, once the 'deadline' is past, Personnel may feel justified in accepting a 'late' external application over a 'late' internal application. Our position would be that article 22.03 a) still applies.

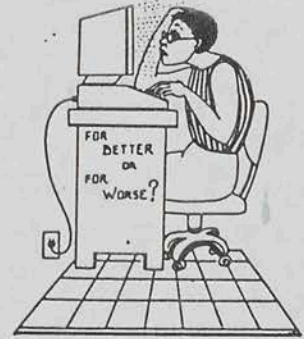
We will be discussing this matter further with Personnel, but in the meantime we have the following advice. Get your job applications in by Friday of the first week the job is posted. Do not trust campus mail to get it there in time, especially if you are applying from off campus. However, if you do not make the deadline, do not assume that the job is filled, send in your application anyway. If you decide to look for a new job, don't assume that the positions on the current posting are the only ones available - check the previous week or two and, if you see something suitable, enquire to see if it has been filled. As always, if you are not hired for a job you believe you were qualified for, you are entitled to an explanation in writing (22.02b). If the explanation does not satisfy you, you are entitled to grieve. According to our hiring policy article, if the applicant hired is not 'clearly superior' to you 'in ability and qualifications, seniority shall be the determining factor'. In addition, if you have the 'required minimum qualifications' for the job, they cannot hire an external applicant.



Ted Byrne

YOUR CUE

in the Editor's Corner



Dear Editor & Cue Members:

I feel it is worth expressing to all our members the importance of having a newsletter. It is an excellent source of communication... telling you what is happening in our union; listing information such as shop stewards for quick reference, etc.; providing data on how the union handles the budget; sharing correspondence with union/university and other business contacts. There are numerous things that the newsletter provides.

Although the newsletter is an excellent source for providing the above it has another use that in past has been somewhat neglected. It provides space, opportunity and time to all members. You can ask questions? You can speak your mind!

Your Cue is not a Dear Abby corner, but is a new addition to the newsletter where you can express yourself. We want to hear from you! You may be angry, happy or feeling indifferent about many things and need an outlet, a place to say what's on you mind. No need to list your name--just your feelings.

What are the positive and negative things over the last few months/years that you have seen? What would you like to see happen in the next few years? Do you feel good about your job? Take a few minutes and write down your thoughts, you may find you don't stand alone when others respond.

There are other things you can share too. Parents that work whether single or couples, may at some time need a sitter. Why not do some exchange sitting for each other. It may relieve some of the pressure in searching for someone. Perhaps your tired of busing to work, maybe there's someone near your home that would enjoy splitting gasoline costs and car-pooling to the campus. Just a few lines to this column may get the response you've been looking for.

There's also the lighter side of things too. Do you have a cute work story to share--we'll share it! Maybe a horror story! Either way your contributions will always be appreciated.

Remember, 'Your Cue' [Editor's Corner], is a new addition and can only remain a new addition as long as you, the member keep it that way.

COMMUNICATIONS COMMITTEE

Pharmaceutical Sciences
Cunningham, Bldg., Rm. 176

March 5, 1986

Dear friends,

I was very pleased with the February/86 issue of Cue's News.

To the best of memory, we haven't received such a well-rounded, easy to read newsletter for a long time. It was really great to be able to catch up on the past events that lead up to our present situation, in such depth.

Sometimes, because of work loads, it just isn't possible to get away from the office to attend the regular union meetings and this newsletter has filled several gaps in information.

Well done! I look forward to more of this good stuff.

Sincerely,

Carole Anderson
Sec. 2

Many psychologists have conducted research on the determinants of happiness, studying such factors as money, health, sex, community, love, marriage and work. It has been found that job satisfaction was the factor most consistently related to happiness. Anyone who has been unemployed for any length of time is aware of the feelings of despair that can occur. Work can be an arena in which we are given the opportunity to demonstrate our talents, our knowledge, our creativity. People perform their jobs for a variety of reasons, many of them pragmatic, but what finally elevates a tedious or even harmful daily routine to an enriching way of life is the degree to which we are allowed to express our natural talents. Productivity, therefore, should not be inexorably lined with the process of making profits at any cost, but rather with the very human need to be useful and worthwhile, and joined to this is the also very human need to be appreciated and recognized as such. The ideal relationship between employer and employee might be one of symbiosis: mutual productivity and mutual recognition. And the work can range from mopping a floor to directing the course of an entire department.

Maslow's theory of the hierarchy of needs supports this; he claims that psychological health, in fact, depends upon how high up the ladder of needs one climbs. Once the basic physiological, safety and love needs are met, it becomes necessary to reach for those satisfactions that come from what Maslow terms "metaneeds" - achievement, self-esteem, dignity, and finally meaning and self-actualization. He believed that, among other things, the pursuit of these metaneeds often produces, as a side effect, positive consequences for society as a whole.

Given all of this, reading the Ritchie Report by Donald Gutstein reveals some very unpleasant threats to our sources of job satisfaction, our psychological health, and both our and the University's productivity. It is

difficult to understand how the Administration could have been so stupidly short-sighted as to believe that an efficiency study of the sort that Ritchie and Associates have been conducting will ultimately repair whatever low productivity and high expenditure levels exist. By breaking down our jobs into automation-like tasks, by standing over us and observing us, by making judgements upon us without any intrinsic knowledge of our jobs, by making us fill in absurdly irrelevant reports every day, by disregarding our own hard-won expertise in our own jobs, and then ultimately by taking away our ability to determine the flow of our own jobs ourselves, they are destroying us. Children are treated like that, but eventually are allowed to grow up. The University administration is forcing us into a state of suspended infancy, forcing us to regress in the name of efficiency, as if employees who are patronized, disillusioned, depressed, angry, hurt and profoundly dissatisfied could be more efficient, even if they so wanted.

Clerical workers know that often the only sure source of job satisfaction is their right to make their own stamp on their job, be it by designing and prioritizing their own tasks, or by participating in larger decision-making. Intelligent supervisors give only the most cursory direction, knowing that worker autonomy is far more "efficient" in the long run.

Has the work of Ritchie and Associates heralded a return to a kind of dehumanized serfdom for University workers? Is the University merely playing at intelligent academia, while revealing their truly appalling ignorance, not just of human nature in general, but the precedence set by more enlightened societies which actually solicit the ideas of workers in order to achieve greater efficiency, productivity and satisfaction for all? Sadly, and maddeningly, it appears so.

Joanne Steven
Sec. 2, Ob-Gyn.

RITCHIE & ASSOCIATES

PAGE 21

Statement for the Special Meeting on Ritchie and Associates

Chuck Erickson, Shop Steward, Financial Services

As I was unable to attend today's meeting, I have prepared the following statement.

We in Financial Services have learned a great deal throughout this Ritchie and Associates nightmare. One very important point that we wish to warn you of is the way the Ritchie and Associates team first attempt to gain your confidence. They are always 'friendly'. This superficial mask, however, tends to relax us to a point where we actually feel as though they are our co-workers, and are there to help us. The facts are that they are on campus for one and one reason only, and that reason is to eliminate staff positions. So if you haven't yet been plagued by Ritchie and Associates, BEWARE! They are not no matter what you have heard from management, there to help you. Don't forget, that the data collected by the Union, so far, shows that Ritchie and Associates' fee is based on the number of positions eliminated.

When the Ritchie and Associates' invasion of the campus first got underway, the main concern of the Union was job security. Union reps were told over and over again that the Ritchie and Associate forms were not going to be used for discipline. The Union reps, as it turns out, had just cause for not believing this fairy tale. It did not take long for the University to attempt disciplinary action while using the Ritchie and Associates activity report forms as ammunition. When confronted with this fact, Personnel Services did its best to downplay the incident, and even showed a definite reluctance to admit that it actually happened. All through this exercise the University has refused to put into writing their position regarding this matter. We understand their position to be that the Ritchie and Associates forms are 'not to be used to discipline employees', but they are to be used to collect data only. If this is true, then why are they so against putting it into writing.

On February 25th, at a Financial Services staff meeting, Mr. Terry Sumner, the Director of Financial Services, announced that he was implementing a 'major change' regarding the Ritchie and Associates forms. At that meeting Mr. Sumner stated that the Ritchie forms would no longer be used in any disciplinary action. During questioning, the integrity of this statement was brought into question. He was asked to comment on the following: If the University's original position really was that the forms were not to be used for discipline, then why was he now saying that he was implementing a major change to the system, and that the forms would now not be used for discipline? He was also asked if he would put this 'change' into writing. He reluctantly agreed to put it into writing, however to date we have not yet received it. As it is now almost a month since that meeting we are beginning to doubt that we will ever receive it.

The use being made in the Finance Dept. of non-union employees is a clear violation of our contract. The University has already admitted as much. Several grievances either have been, or are in the process of being filed in this regard. Temporary help has caused many problems with our members — problems too numerous to go into here. However, one of the major concerns in this area is the constant training and retraining of temporary help. The University unfortunately seems to prefer untrained temporary help over seasoned, experienced permanent employees. This archaic attitude is slowly having a detrimental effect on all concerned. I have been in the work force for seventeen years now — ten of those years on campus — and in all of those years I have yet to see employees in any private enterprise, or government institution with lower morale than I now see in our department. As we all know, low morale equates to poor productivity, so it is in the University's best interest to immediately dump the Ritchie system completely, and try to salvage what is left of our campus.



Ritchie and Associates
Update

Ritchie and Associates are continuing their work on campus. They don't seem to be starting any new projects, although a Ritchie style review is being conducted in Printing and Copying Services by Personnel Services' new Operations Coordinator, and this seems to be causing some unhappiness for the staff. This in-house consultant has also begun a staffing review of the Dept. of Medicine. Ritchie and Associates themselves are still at work in GSAB, although Finance is the only department they have so far reported on. A report was made on the Purchasing Department last summer, but we still haven't seen a 'final' report, and they seem to be having some difficulty finalizing that project. The only other area in our bargaining unit where they are hard at work is the Library Processing Centre. We hear they've had a difficult time coming to terms with the complex procedures involved in processing library books and are running behind schedule. They seem to be in a hurry to complete the project, judging by the way they're going about it. In three LPC units they considerably condensed their usual methods by doing their 'dry run', 'wet runs' and 'installation' in one week! They have complained to the University Administration that their problems in LPC result from lack of cooperation on the part of librarians and support staff. When management at Dalhousie University was asked by the Union there about the problems in the UBC Library review, they were told that the problems stemmed from the antagonism of middle management and supervisors, that they were not being cooperative and were making it difficult for Ritchie and Associates to obtain the information they needed. According to our investigation of the matter, our members have been somewhat outspoken, but fully cooperative.

Donald Gutstein, a researcher hired by the Cupe National, has produced a fifty page report on Ritchie and Associates' activities here and elsewhere. This report was presented to the public in February of this year, and to the membership of CUE and Cupe 116 at a special joint membership meeting in March. For those of you who were unable to attend these conferences, a copy of the report is available from the Union office. The report was recently a topic of discussion in the Legislative Assembly, and we will report on this as soon as we get full information. The report was also presented to the Senate Committee on Financing of Post Secondary Education by John Calvert and Richard Balnis of the Cupe research staff in Ottawa. Copies of the report have also been distributed to all University administrations across the country.

THE RITCHIE REPORT

Here's what happens when a firm from Beverly Hills, California moves onto the campus of a major Canadian university and tries to cut costs by scheduling human beings into minute-by-minute work patterns.

BY
DONALD GUTSTEIN

PRODUCED BY THE CANADIAN UNION OF PUBLIC EMPLOYEES

TO: all Processing staff

FROM: Bob MacDonald

April 11, 1986

Ritchie & Associates review

The consultants have made serious complaints to the University administration that library staff have harassed them and have not adequately supported the review. I have investigated these charges and determined that several incidents did occur which are inappropriate and require action by the library.

The incidents include several occasions where staff members expressed prepared personal statements including views and objections concerning the methods of the review or about the consultants themselves. These were made directly to the consultants despite the advice of supervisors that such statements should not be made.

I understand the stress which has arisen from some aspects of the review but must insist that all staff members cooperate with the consultants and with their supervisors. It is unacceptable for personal statements to be delivered to the consultants, whether verbally or in writing.

I am therefore instructing supervisors to interrupt any further incidents of this nature and to report them in writing to the appropriate Division Head.

In addition, there are messages and illustrations displayed on desks, terminals, etc. some of which are clearly in bad taste, are not work-related and reflect a hostility towards the consultants. Henceforth no messages or illustrations are to be displayed without the approval of supervisory staff. Any existing items are to be removed where the supervisor or the Division Head feels they are inappropriate.



Bob MacDonald



Canadian
University
Employees

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

224-2308

April 18, 1986

Bob MacDonald
Library Administration
Library Processing Centre
Campus Mail

Dear Mr. MacDonald,

Although we have already discussed this matter, I feel it necessary to commit to writing the Union's position regarding your memo of April 11, 1986 to the LPC staff.

According to your memo, Ritchie and Associates have complained to the University Administration that Library staff have 'harassed' them, and 'have not adequately supported the review', by which I assume you mean to say that they have been uncooperative, since you can hardly require them to support the review.

You say that you have investigated these 'charges'. Our members are duly upset, not only that charges have been made, but that those who have been charged were not even included in the 'investigation'. I think that if you were to fully investigate these charges, you would find that what has occurred has not been harassment, but the free expression of opinion. You also suggest that the staff have been insubordinate in expressing their opinions to the consultants, 'despite the advice of supervisors that such statements should not be made'. I have discussed this with the staff, and have been assured that no such advice was given. As for cooperation, nothing that has been said or done has been obstructive of the review.

I have sought legal advice, and honestly believe that your memo, if acted upon, would constitute an infringement of the staff's right to freedom of expression. I do not believe that there has been any wrongdoing on the part of the staff, and must advise you that if any discipline results from your memo, the Union will take appropriate action.

Yours truly,

Ted Byrne
Ted Byrne
Union Representative

cc. Erik de Bruijn
Dr. C.V. Finnegan
LPC staff



HOSPITAL NEWS

Strikes at the hospitals?

On Friday April 4 we had calls from our members at the hospitals who were concerned about possible picket lines the following Monday. We quickly investigated and found that the Construction and General Workers Union, local 602, which represents the parking lot attendants, was already taking strike action against Metro Parking, and were poised to picket some of the hospitals early in the next week if the company was still employing scabs. They had not been aware that we had members in those locations, but once we talked to them they were very anxious to keep us informed.

The parking lot attendants were being paid from \$4.25 (the majority of them) to \$5.50, and were asking for parity with other attendants (\$6.50). It was a first contract, and the employer was viciously resisting the union — five people had been fired before the strike vote was taken, and were given no reason for discharge, were simply told to 'Fuck off and get out of here' ('I apologize for the language,' said their staff rep, 'but that's what they were told!'). When I spoke to them on Friday, they were in negotiations and were feeling optimistic.

I received a call Sunday night from the staff rep, and was told that they had settled. They received an immediate raise to \$6.50 for all current employees, and new employees are to start at \$5.00 and go to \$6.00 after six months. They also negotiated benefits, job security and a grievance procedure. It's a three year contract, and they get 5% in the second and third year. The five fired employees were hired back.

The Hospital Employees Union (HEU) is currently conducting a strike vote. If there is a strike it would effect our members at the hospital. We are being kept fully informed of the developments, and will advise our members if there are to be picket lines — we would call an immediate emergency Executive meeting to deal with the problem.

As of the writing of this article — you probably won't see this for two or three weeks, so it may be old news — there is no danger of an immediate strike. The vote is not yet completed and will take at least a couple of more weeks (26,000 members across the province). They are currently negotiating, but there are no positive developments to report.

According to the representative I spoke to, their contract is being eroded by about 2/3! Just to give you some idea

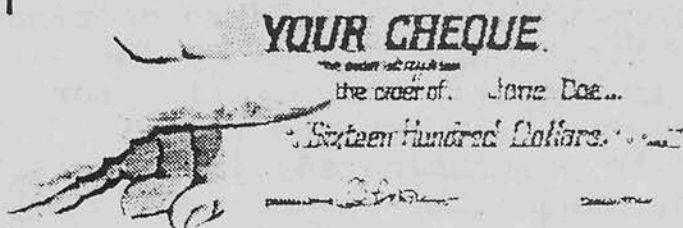
of the employers demands: they want 50/50 cost share on benefit premiums which are now 100% employer paid; long term disability to be paid 100% by the employees; the employees are to pay \$1.00/mo. each (\$276,000 per year in total) for the cost of administering payroll, processing sick leave, use of bulletin boards, etc.; they want the Union to change its constitution so that members can cross legal picket lines; special leave to be reduced from 25 days to 10 days, and more difficult to get; injury-on-duty leave to be eliminated; no union representation at first stage of grievance procedure; all grievance meetings to take place outside of working hours; witnesses in grievances to be paid their wages if they testify for the employer, but not if they testify for the union; 'no contracting out' clause to be eliminated; increments frozen as of April this year (inability to pay under CSP, sound familiar?); employer can convert full-time employees to part-time; part-time employees pay up to 75% of benefits premiums; overtime premium on stat holidays reduced; occupational health and safety rights to be eliminated from the contract; no binding arbitration on grievances; no wage offer whatsoever. This is either a very foolish scare tactic on the part of the employer, or an orchestrated attempt on the part of the government to break this union, perhaps as a prelude to the privatization of hospitals (a third Canadian hospital was recently privatized, in Alberta).

We will keep you fully informed as to developments in the HEU negotiations. We hope that you will be fully supportive of your fellow workers in the HEU.

- Ted Byrne



**Suppose Bill Bennett
wanted to take
\$4,000 from your
paycheque...**



**and then
charged you a fee to receive
what's left?**

Sounds outrageous?

It is. Incredibly, the Hospital Employees of B.C. have been told by Bill Bennett's negotiators to give up as much as \$4,000 a year in wages and benefits.

Our members average only \$1,600 a month. We're just coming off a 51-month collective agreement that included wage freezes and rollbacks.

Now, the employer is demanding concessions that are without precedent.

The employer wants to destroy our collective agreement — chopping medical coverage, sick leave and disability benefits, slashing dental plans and time-off provisions.

They've even made an absurd demand that Hospital Employees pay to receive their own paycheques!

That's right.

Unbelievable as it may seem, the employer is demanding that Hospital Employees pay \$276,000 a year to have our paycheques issued... to have forms processed when we're sick... to have bulletin boards in hospitals for our use.

Where are these shocking demands coming from?

From Bill Bennett. The Health Labour Relations Association is getting its orders from Bennett and those orders are to destroy the Hospital Employees' agreement and to pay for health care out of the pockets of health care workers.

Bennett talks about partnerships — partners in enterprise, partners in education and partners in health. What kind of partnership is it when your "friend" picks your pocket for \$4,000 a year.

What kind of "partner" would slash 20 per cent of his partner's wage and benefits?

Our workers are being asked to give up \$320 a month.

That's \$320 a month less to take care of our children, feed our families and pay the bills. It is also \$320 a month that won't be spent in our communities or in our local businesses.

We're seeing firsthand our health care system under attack. We've seen staff laid off in hospitals, beds closed, equipment deteriorate, user fees sky-rocket, waiting lists for hospitals soar and hardships for patients increase.

Now, hospital workers are being attacked.

The Hospital Employees' Union of B.C., representing 26,000 workers who care about you and your family and the health care you receive, intend to stop Bill Bennett from ruining our health care system.

**WE'RE STANDING OUR GROUND
AGAINST CONCESSIONS.**



**HOSPITAL
EMPLOYEES'
UNION** LOCAL
180

If you are Black in South Africa...

- you probably live on a bantustan; where over 23 million Africans live on 13 percent of the land; where unemployment is over 50 percent
- you cannot vote or participate in any political party
- you have to contribute to your child's education (white children are educated for free)
- you have to carry a "pass-book" with you at all times (caught without it you can be convicted as a criminal)
- you cannot marry a person of "different skin colour"--it is a criminal offence for you to have sexual relations with a partner of another race
- You cannot own more than 4 acres of land (too little to support a family)
- if employed, you can expect to earn 5 to 55 times less than a white person
- you cannot enter or remain in the "White areas" without proof of current employment
- if employed in a "white area" (probably hundreds of miles from your family) you can only have visits from friends and families with police permission. These visits cannot extend over 72 hours.
- if you try to correct discrimination through trade union pressure you find that only white unions are officially recognized.

Life under Apartheid

	WHITE	AFRICAN	COLORED	ASIAN
Population	16%	72%	9%	3%
Distribution of Total Wages	58.7%	29.4%	8.3%	3.3%
Per Capita Spending for Education	\$1,115	\$170	\$310	\$625
Land Distribution	87%	13%	—	—
Dist. of Agricul. Land	97.53%	1.6%	0.79%	0.88%
Infant Mortality per 1,000 Live Births	13	90	62	24
Life Expectancy	68.4	55.1	52.5	61.6
Doctor/Patient Ratios	1:330	1:19,000	1:12,000	1:730

You can help...

- Initiate and/or support disinvestment actions at your municipal council, school board, university or other public bodies. Taxpayers' monies should not be used to indirectly subsidize apartheid.
- If you are a member of a trade union, a pensioners' group, community group or other organization, urge a review of current investment and banking practices.
- Boycott all South African products.
- Forward resolutions and/or write personal letters to Prime Minister Mulroney or External Affairs Minister Joe Clark (c/o Parliament Bldgs., Ottawa--postage free) demanding that Canada impose mandatory economic sanctions on South Africa.
- Support and join your local Anti-Apartheid Group, or where none is available, help to start a local one.

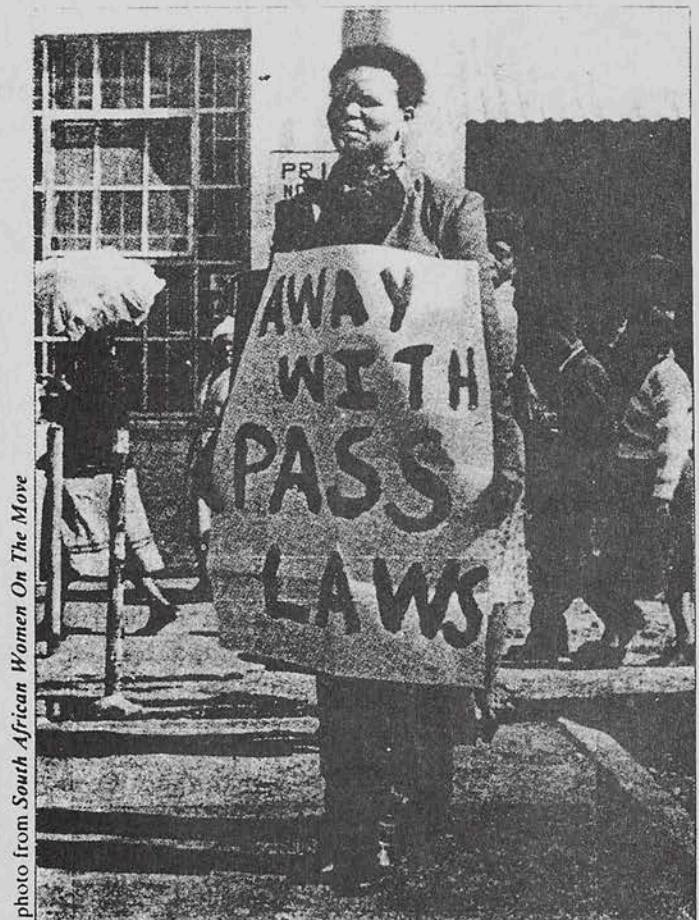


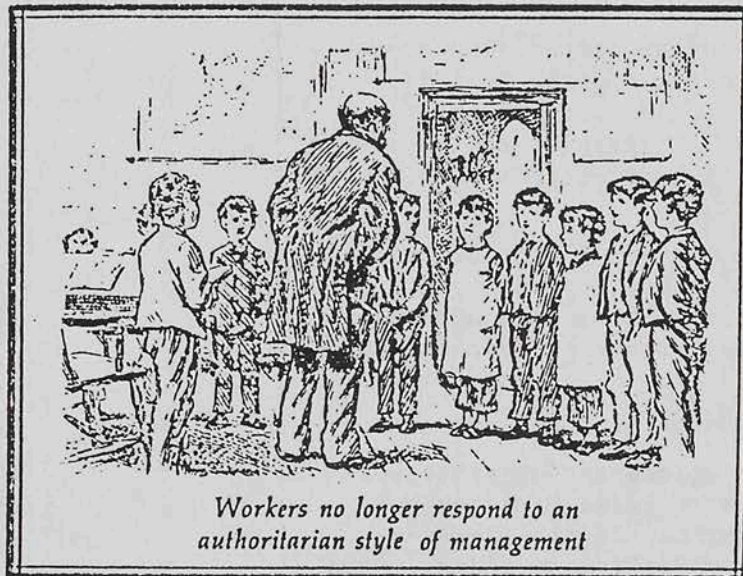
photo from South African Women On The Move

Day Care

A federal government task force on child care was in Vancouver a couple of weeks ago. Their mandate is to examine and report 'on the future of child care in Canada.' They are to look at: 'the requirements for child care; the role of the federal government in child care; and alternatives for future action by the federal government.' As this is a very important issue for our members, we would like to make a written submission. Anyone interested in contributing to this should contact Ted Byrne at the Union Office (224-2308). There is also nothing to prevent you from making an individual submission if you wish. Submissions are to be received by the Special Committee on Child Care by June 2, 1986, and should be addressed to:

Mrs. Micheline Rondeau-Parent
Clerk
Special Committee on Child Care
Suite 308, 151 Sparks St.
Committees and Private Legislation Branch
House of Commons
Ottawa, Ontario K1A 0A6

Tel: (613) 995-3789/995-5657



Feature: NEWSLETTER CONTEST

As advertised on this issue's cover page, we the Communications Committee thought it would be great fun to involve 'ALL MEMBERS' with a "NAME THE NEWSLETTER CONTEST".

The winner/winners being the one with the chosen name for the union newsletter front cover.

We hope that if not all -- most of you will join in and contribute a name you feel best suits our membership newsletter.

This year we are trying for a more outstanding and versatile newsletter and your idea's are wanted. Therefore, we'll start at the top and work right on through.

Please detach the "Name the Newsletter Contest" sheet, jot down the name you've come up with and send it into the Union Office. The new name will start on our next issue.

Contest Deadline date: MAY 30, 1986.

P.S. Best Name submitted will win
GIFT CERTIFICATE FROM FELLINIS &
MUGS FROM TERRY LEVITT, COPYTRON

DETACH AT DOTTED LINE AND RETURN TO UNION OFFICE.
.....

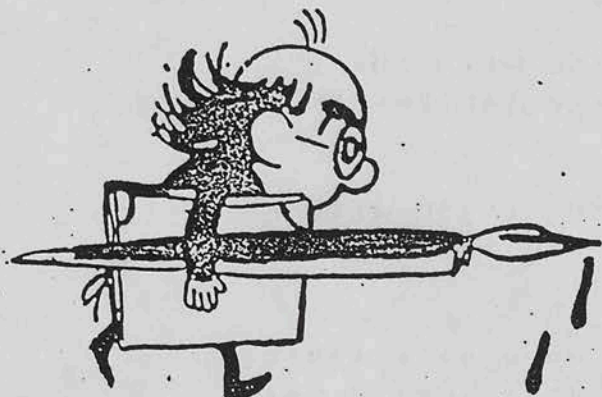
I FEEL THE NAME _____
BEST SUITS THE UNION NEWSLETTER.

MY NAME IS: _____

DEPARTMENT _____

CAMPUS PHONE: _____

CONTEST DEADLINE - MAY 30, 1986



**NEXT ISSUE
DEADLINE:**

JUNE 10, 1986

RETURN:

" NAME THE NEWSLETTER CONTEST "

CUE UNION OFFICE
UBC CAMPUS MAIL