



Canadian  
University  
Employees

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

224-2308

# ON CUE

SUMMER 1987



EXECUTIVE COMMITTEE

President	Adrien Kiernan	Med - Dean/V.G.H.	875-4500
Vice President	Alannah Anderson	Woodward - Circ	228-2882
Treasurer	Diana Ellis	Computing Centre	228-2074
Recording Secretary	Eileen Robertson		
Trustee	Edmund Kam	Cat. Products	228-6649
Trustee	Susan Zagar	Woodward Library	228-2570
Health & Safety Rep	Estelle Lebitschnig	Geological Sci	228-2713
Communic. C'tee Chair	Pamela Lundrigan	Geological Sci	228-3146
Contract C'tee Chair	(Adrien Kiernan)		
Grievance C'tee Chair	(Alannah Anderson)		
Tech Change C'tee Chair			
Job Eval C'tee Chair	Elizabeth Zook	Cont Ed Hlth Sci	228-2761

GRIEVANCE COMMITTEE

Anderson, Alannah	Woodward Library Circulation	228-2882
Banyard, Colin	Main Library Circulation	228-3115
Berry, Susan (Chief Steward)	Botany	228-2133
		228-5380
Eekhout, Sarah	Chemistry	228-3266
Halama, Florence	Commerce (on leave from Griev. C'tee)	224-8314
Irvine, Shirley	Commerce	224-8333
Zagar, Susan	Woodward Library	228-2570

COMMUNICATIONS COMMITTEE

Anderson, Carole	Medicine, A.C.U.	228-7135
Hoffman, Avron	LPC	228-5478
Hutchison, Ann	LPC	228-5478
Lundrigan, Pamela	Geological Sciences	228-3146
Zook, Elizabeth	Continuing Medical Education	228-2761

CONTRACT COMMITTEE

Banyard, Collin	Main Library Circulation	228-3208
		or 228-3115
Bishop, Lois	Room Bookings, Registrar	228-4175
Crocker, Joanne	Chemistry	228-2752
Ellis, Diane	Computing Centre	228-2074
Kiernan, Adrien	Medicine/Dean's Office/V.G.H.	875-4500

JOB EVALUATION COMMITTEE

Tidy, Glynis	Continuing Medical Education	228-2001
Zook, Elizabeth	Continuing Medical Education	228-2761

GENERIC CALENDAR

	MON	TUES	WED	THU	FRI	SAT	SUN
FIRST		EXECUTIVE MEETING 5:00 - 7:00	GRIEVANCE COMMITTEE MEETING 5:00 - 7:00				
SECOND	CONTRACT COMMITTEE 5:00 - 7:00		JOB EVALUATION COMMITTEE 5:00 - 7:00	LABOUR COM'TY & CUE GRIEV. 3:30 - 4:30			
THIRD		EXECUTIVE MEETING 5:00 - 7:00	GRIEVANCE COMMITTEE MEETING 5:00 - 7:00				
FOURTH	CONTRACT COMMITTEE 5:00 - 7:00		STEWARDS MTG. 12:30 - 1:30 JAN, MAR, MAY SEPT, NOV.	COMMUNICATION COMMITTEE 4:30 - 7:00			

THIS CALENDAR DENOTES REGULARLY SCHEDULED MEETINGS - NOT EXTRA MEETINGS WHICH MAY BE ADDED WITHOUT CONFLICTING WITH REGULAR MEETINGS NOTED HERE.



# EDITORIAL PAGE

Hello, and welcome to a slightly altered CUE newsletter. The Communications Committee has decided to publish its newsletter every month in an effort to keep you abreast of union and campus news. We would like to emphasize that communication goes both ways and, as such, we would be delighted to publish your opinions and questions on relevant topics.

We are also featuring an ad page in each issue wherein our members and their friends can advertise "For Sale", "Wanted", and "Services Provided" items. Occasions, such as retirement parties, garage sales, etc., can also be published.

We look forward to publishing your articles. Feel free to submit them to the CUE office. There are only two rules regarding submission of articles, letters, and advertisements:

1. All material must be accompanied by the author's name, campus address and telephone number. Names will be withheld upon request.
2. All material must be typed, "camera ready", and in the union office before the 25th of each month.

We welcome your comments and contributions.

Until next month!

Pamela Lundrigan  
Communications Committee  
Chairperson



# letters to the editor



DEAR NEWSLETTER:

I just read this fantastic book of poems "The Ritchy Poems", about how these efficiency experts tried to take over parts of the U.B.C. campus. i forget the author's name, but she or he seems to have gone through quite a lot, & along with his or her colleagues finally got rid of those nasty consultant scumball types! i feel this book should be required reading for any union member who considers themselves a human being!!

Charlotte Bukowski,

I. O. U. Center for International Semiotics.



# COMMITTEE REPORTS

## CONTRACT COMMITTEE REPORT - JUNE, 1987

We have had 3 meetings thus far with the University. At the first meeting, future meeting dates were set and proposals exchanged. The Union presented their proposals at the second meeting and the University presented their proposals at the third. The University put twenty items on the table, some for discussion purposes only as follows:

1. Preface to Collective Agreement - U.B.C. wants to eliminate this as it has never been negotiated into the agreement.
2. Contracting out - They maintain that with a temp pool of 2% of the bargaining unit, they cannot cover the needs of departments for vacation, illness and maternity leaves. 2% = 28 persons. Therefore, they want to hire agencies to replace clerical staff. Also they are contracting out printing as they claim media services can't handle the load oft times and also, not able to produce the high quality and sophistication in the work which is needed by some departments. Joe, through a letter, put the University on notice that Agency temps are going to be considered union members.
3. Article 7.03 - Short term leaves of Absence for Union Business - now off the table. In the past, the University haven't received enough notice.
4. Technological Change - Confusion surrounding the notice of intent of 30 days and then notice of lay-off of 30 days. Does this mean 6 months? U.B.C. feels it should be tied to Article 34 - Lay-Off, Recall & Transfer. Also 19.05 - Retraining - U.B.C. stated that they have never retrained under this article, but have used involuntary transfer. Article 34 - they would like to tie two clauses - 19.05 and 34 together in the contract.
5. Article 21 - Want to change Tuition Waiver to tuition fee benefit. We asked reason for the change. U.B.C. stated that it is a benefit, therefore philosophically they would like to see it stated that way. We want to ensure that we would not have problems with the Peck Commission.
6. Article 22.08 - Orientation Period - Want same as Probationary Period. Extension if mutually agreed. U.B.C. wants to extend this. We do not agree. We feel if people are properly trained, supervised and evaluated, there would not be any need to change this. There could be extenuating circumstances, but these could be dealt with as in the past by Grievance Committee. Very contentious issue.

7. **Work Day and Work Week** - The University want to match the work day/week to the department's needs. Our position on this is very strong. We do not want to give up flex-time. The University's argument is that in order to accomodate a flex-week, employees are starting earlier and finishing later, which may not necessarily be when the department needs them the most. We want to see the University's language proposal on this. Again, a very contentious issue which we need to stand fast on.
8. **Reclassification** - Date of retro - all reclassifications prior to the 1st received by Personnel be dated the first of the month. If received after the 15th, then the 1st of the following month. We asked that they all be dated the 1st of the month.
9. **Article 33.03 - Discharge** - Discharge for cause - no notice or pay-out according to the Labour Standards Act. We don't agree. They argue if no cause, grievance procedure will ensure just action. If fired, no month's pay.
10. **Article 34 - Lay-Off, Recall and Involuntary Transfer** - Needs a lot of discussion. Concern about all people involved. An employee involuntarily transferred sometimes gets a bad time by the department they are involuntarily transferred to. A very contentious issue. Requires a full day session.
11. **Article 35 - Review of the Grievance & Arbitration Procedure** - Review the Grievance and Arbitration procedure. Discussion only. U.B.C. want to find a way to solve grievances below Step III. Joe argued for better time frames to speed up the procedure.
12. **Article 36 - Pay Grades & Wages & Classification** - Union need to look at all the classifications through the Job Evaluation Committee. U.B.C. want to overturn their decision of the last contract with respect to the Clinical Secretary II by red circling those already employed. Any new employees would be hired at Pay Grade VII and the Clinical Secretary I would stay at the same pay grade.
13. **Article 36 - Increment Policy - Merit Increases** - No. Merits no discussion.
14. **Standard Job Descriptions** - Lower the requirements for Clinical Secretary as U.B.C. has a problem hiring. Now want MOA training or equivalent. Want to hire with less qualifications. We have no problem with this, but want to review Job Classifications.
15. **Standard Job Descriptions** - The University want to set up a category of clerks and then clerk typists. They contend there are jobs that never require typing. Now, if a

person in the clerical classification gets involuntarily transferred to a job where typing is required and can't type in 3 months (after orientation is over), he/she may get fired.

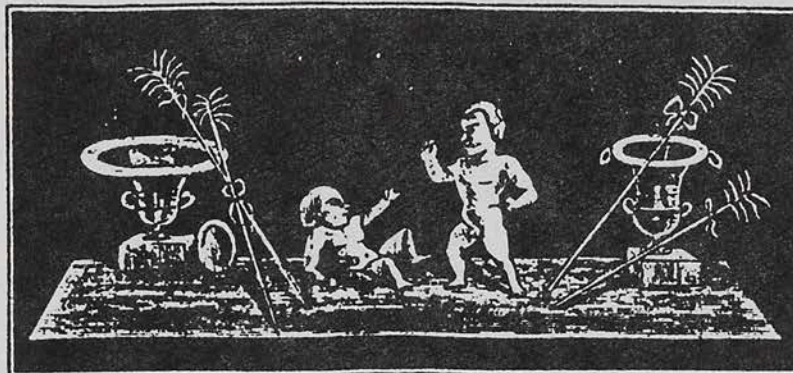
16. Article 37 - Duration of Collective Agreement - U.B.C. want 3 years as we are already 2 months into the first year and also they claim they want to be able to cost ahead. We want a two year agreement.

17. Letter of Agreement re Training - reviewed - no problem.

18. Letter of Agreement re Involuntary Transfer - Tied to Article 34. Didn't discuss.

19. Letter of Agreement re Incremental Increases - Delete all but points 4 and 5 as they are redundant.

20. Order of Articles - Housekeeper - rewording the contract so that all the relative clauses would be tied together.



FIGHT FUGALISTS—FROM POMPILL

# REVIEWS

## The Ritchy Poems: Some comments

You can read Avron Hoffman's The Ritchy Poems out of the context of their background, but to do so is to lose much of what is, for me, their most poignant feature. I was lucky (?) enough to be around during the period when these poems were conceived, and so their meaning is painfully evident.

During an approximately 6-month period about a year ago, the department in which Avron (and I) work was infected with a very strange plague of so-called "efficiency experts". The plague disappeared as quickly as it came; nothing concrete ever came of it (except, perhaps, these poems) and no explanation was really ever given. It is that period of time, and the reactions of those involved, which forms the basis of this book.

To explain something of the mood, take, for example, the poem In a Farce:

In a farce anything goes, & that's where I find myself right now.

which kind of says it all.

When reviewing a book like this, so much of what the poet says hits the mark so accurately, that there is a strong temptation (which I intend to indulge) to quote huge chunks of it verbatim. There was, for example, the sense of unfairness that so many people felt:

if we're all in this together, why is most of the pain concentrated in such a small area.

or our feeling of powerlessness:

anything goes, and usually does. each nail in the coffin is a kick in the teeth of sanity. give us more. give us all there is. we can take it. it's completely out of our hands.

But there was also rage. A lot of rage. This, from Unruly (spelled with one v):

for we are the unruly one, the wimps who won't roll over and play dead. ...  
& we're the nicest folks to make a ruckus out of nothing since last season's monsoon failed to disrupt or dislodge our hostility on time. ... you couldn't even see what good sports we used to be before the mess started going down with fascism.

And particularly because so many things seemed obvious, but apparently weren't. From Not mentioning any names:

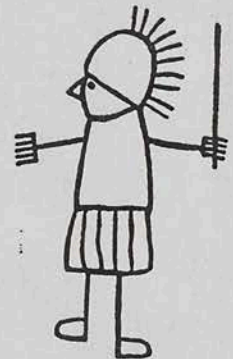
People tend to do well in the things they have fun with. people tend to do well in the things they have fun with.

With all the anger, the book also manages to be funny; and the humour and the anger all kind of merge together. From Bulldusters incorporated:

first comes a dry run. then first there is a wet run. & then first there are simply, the runs. what an outfit!

In short, Avron Hoffman's book is our own voice speaking to us, but so eloquently. Do yourself a favour. Buy a copy.

Leah Gordon





Part two of the "Ritchie Report"

That's what it says on the verso of the title page of Avron Hoffman's "The Ritchy Poems : an Introduction to Remote Management Style." Yes, it is a book of poems, but don't let that intimidate you. There's something in here for everyone, especially if you had anything to do with Ritchie & Associates. When Avron's not gathering material for and writing his poems, he works in LPC. It's probably not hard to tell that these were written during R & As' extended siege of our building.

I don't know why Avron's poems make me laugh, they just do. But they also revive the anger, frustration and helplessness that so many of us felt as R & A closed in on us. For me, they're about the mounting tension between ourselves and our supervisors during that time. Our bosses kept insisting that they too found the whole Ritchie business as repugnant as we did. But they weren't about to lay their jobs on the line if they didn't have to, and they ordered us to undergo the indignity of the observation and timing of minute details of our work. They even complimented us if we survived the ordeal well. "If we're all in this together why is most of the pain concentrated in such a small area" is how Avron puts it in "In a farce" on p. 5. There were no compliments, however, for those of us who did the only thing we could do short of being insubordinate; we told the R & A type what we thought about what they were up to. For this we all got the famous 'gag' memo which you'll find in the Appendix.

There's some jargon for everyone in "The Ritchy Poems" too. As well as the R & A 'clipboards' and 'dry runs', you'll find management 'motivation' and 'productivity' in the most unlikely places, and those fashionable words that drift in and out of our vocabularies. The clichés are there too. And, if you work anywhere within earshot of Avron, as I do, you'll find your own use and misuse of language. It's all there, scrambled, like so much nonsense. Nonsense that makes sense to me.

Ann Hutchison  
LPC



TOO LATE WITH THE BASIN.



H O T   E D I C T S

CON-FORCE STRUCTURES LTD. OF VANCOUVER (Pre-cast concrete) - Construction and General Workers, Union Local 602

CALWOOD INDUSTRIES, SURREY (company manufactures and installs millwork and interior fixtures for large projects primarily in the Lower Mainland) -Carpenters Union Local 1928

HYUNDAI-KERKHOFF - B.C. & Yukon Territories Building & Construction Trades Council

ROYAL CANADIAN LEGION BRANCHES IN THE FRASER VALLEY #4 Chilliwack, #15 Abbotsford, #265 Aldergrove - Hotel, Restaurant, Culinary & Bartenders' Union, Local 40

SLADE & STEWART LTD., Vancouver, Kamloops, Terrace - Retail Wholesale Union, Local 580

OKANAGAN H-R-I SUPPLY LTD. (All products and services) - Retail Wholesale Union, Local 580

PUROLATOR COURIER (B.C. operations) - Retail Wholesale Union, Local 580

STEVENSON CONSTRUCTION, Pennyfarthing Site - B.C. & Yukon Territories Building and Construction Trades Council

ENTEX DOORS SYSTEMS LTD., Port Coquitlam (all products) - Carpenters' Shop Local 1928

B O Y C O T T S

HYUNDAI PRODUCTS - All Hyundai products

CHILEAN GOODS - B.C. Federation of Labour. Look for label on the following products: grapes, peaches, plums, pears, raisins, nectarines, lobster, onions, wine

LETTUCE - CLC. Donny, Red Coach, Big Fred, SAS, Big A, Bobby & Andrews

PROCTER & GAMBLE - USWA. Soap products/detergents

LOUISIANA PACIFIC CORPORATION (Forest Products) - Carpenters/IWA. Construction Material, Waferwood Construction Panels, Pabco Xonolite Insulation, Weatherseal Windows and Doors

VICTORIA PLYWOOD - Any items identified by the logo "Vicply"

CALIFORNIA TABLE GRAPES - United Farmworkers of America

D O N O T   P A T R O N I Z E

AFFILIATES ARE REQUESTED NOT TO PURCHASE OR HANDLE THE FOLLOWING BRAND NAMES

SOUTH AFRICA                      Any goods originating in South Africa

SNO BOY                              Fresh fruit and vegetables

STAND BY                              Canned goods

SUNSHINE                              Packaged goods (institution use) - Retail Wholesale Union, Local 580

# PERSONALS

## ATTENTION!!!

We welcome your advertisements in our newsletter. Please remember to have them "camera ready" and in our union office by the 25th of each month.

Do you need help?!

Do you suffer from frozen fingers while typing?!

Do you feel like you're in Hawaii, when actually you're in an office with no windows and stale air?!

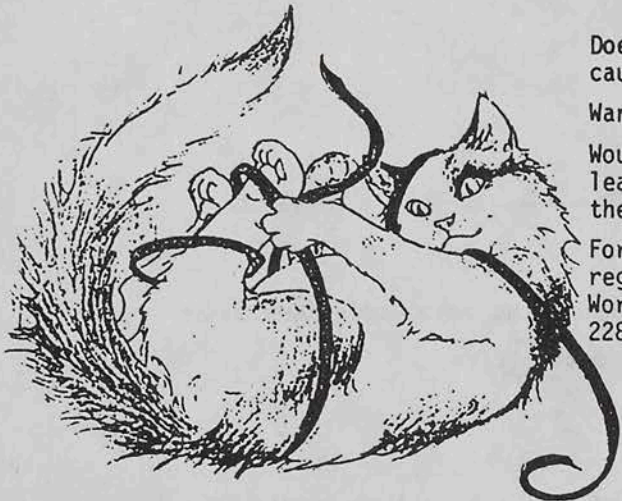
Are there obvious dangers staring at you this very minute?!

Quick pick up the phone - Call Estelle 228-2713  
I'm your CUE Health and Safety Representative, and I am here to help!!

RE: CAR POOLING

I need a ride from 3rd/Balsam St. to UBC, Monday to Friday  
7:45 am to 4:30 pm

Sue (████████)



Does Stress have you caught in a bind?

Want to break free?

Would you settle for learning to cope within the situation?

For details and registration regarding a Stress Management Workshop in July, call 228-2029.

NO CHARGE for participants.



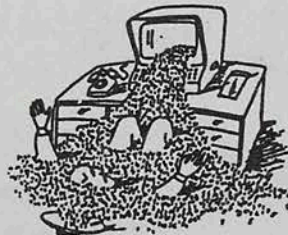


### VDT QUESTIONNAIRE

Please complete and return to the CUE office (2170 Western Parkway, U.B.C.) as soon as possible. This information is needed to assist in contract negotiations.

1. How many hours do you use a VDT? a) per day \_\_\_\_\_  
b) per week \_\_\_\_\_
2. How long have you been using one? \_\_\_\_\_
3. What is the longest stretch you have to remain sitting at a VDT? \_\_\_\_\_
4. How often do you take a rest break away from the machine? \_\_\_\_\_
5. Is your productivity or work performance monitored by a computer system? \_\_\_\_\_
6. Is there more than one VDT in the room in which you work? \_\_\_\_\_
7. Which of the following accessories do you have at your terminal?
  - . [ ] adjustable machine stand
  - . [ ] control for height and angle of screen
  - . [ ] document holder
  - . [ ] detachable keyboard
  - . [ ] chair height adjustable
  - . [ ] back rest adjustable
  - . [ ] chair adjustable while remaining seated
8. Does your VDT flicker? \_\_\_\_\_
9. Has your machine been:
  - a) repaired recently and how many times? \_\_\_\_\_
  - b) tested for radiation leakage? \_\_\_\_\_
10. What type of radiation test? X-Ray? \_\_\_\_\_  
Radio frequency? \_\_\_\_\_ Ultra-violet? \_\_\_\_\_  
Other? \_\_\_\_\_
11. Have you ever been bothered by any of the following ailments after working on a VDT?
  - . backache: Lower \_\_\_\_\_, middle \_\_\_\_\_, or upper \_\_\_\_\_?
  - . sore shoulders? \_\_\_\_\_, sore neck? \_\_\_\_\_,
  - . headache? \_\_\_\_\_, eye strain? \_\_\_\_\_,
  - . rashes? \_\_\_\_\_, fine red streaks? \_\_\_\_\_,
  - . location? \_\_\_\_\_
12. Do you experience pains in fingers? \_\_\_\_\_, wrists? \_\_\_\_\_, forearms? \_\_\_\_\_, shoulders? \_\_\_\_\_
13. Do you experience numbness? tingling? \_\_\_\_\_, or burning sensation in thumbs and fingers? \_\_\_\_\_
14. Do other activities cause any of the ailments you have noted above? \_\_\_\_\_
15. Are these ailments getting worse with time? \_\_\_\_\_
16. Do you wear glasses/contacts? \_\_\_\_\_, full-time reading or for distance? \_\_\_\_\_
17. How long have you had glasses? \_\_\_\_\_
18. When did you last have an eye examination? \_\_\_\_\_
19. Has your eyesight deteriorated from the previous examination? \_\_\_\_\_
20. Have you discussed working on VDT's with your eye doctor? \_\_\_\_\_
21. How do you feel your health is affected by working on VDT's? \_\_\_\_\_
22. Are there any comments you would like to share? Please use the reverse side of this questionnaire and include your name, department and phone number if you wish.

Please fill out, detach, and mail to the address on the reverse. Thank you.



Canadian University Employees  
2170 Western Parkway,  
University of British Columbia  
Vancouver, B.C. V6T 1V6