

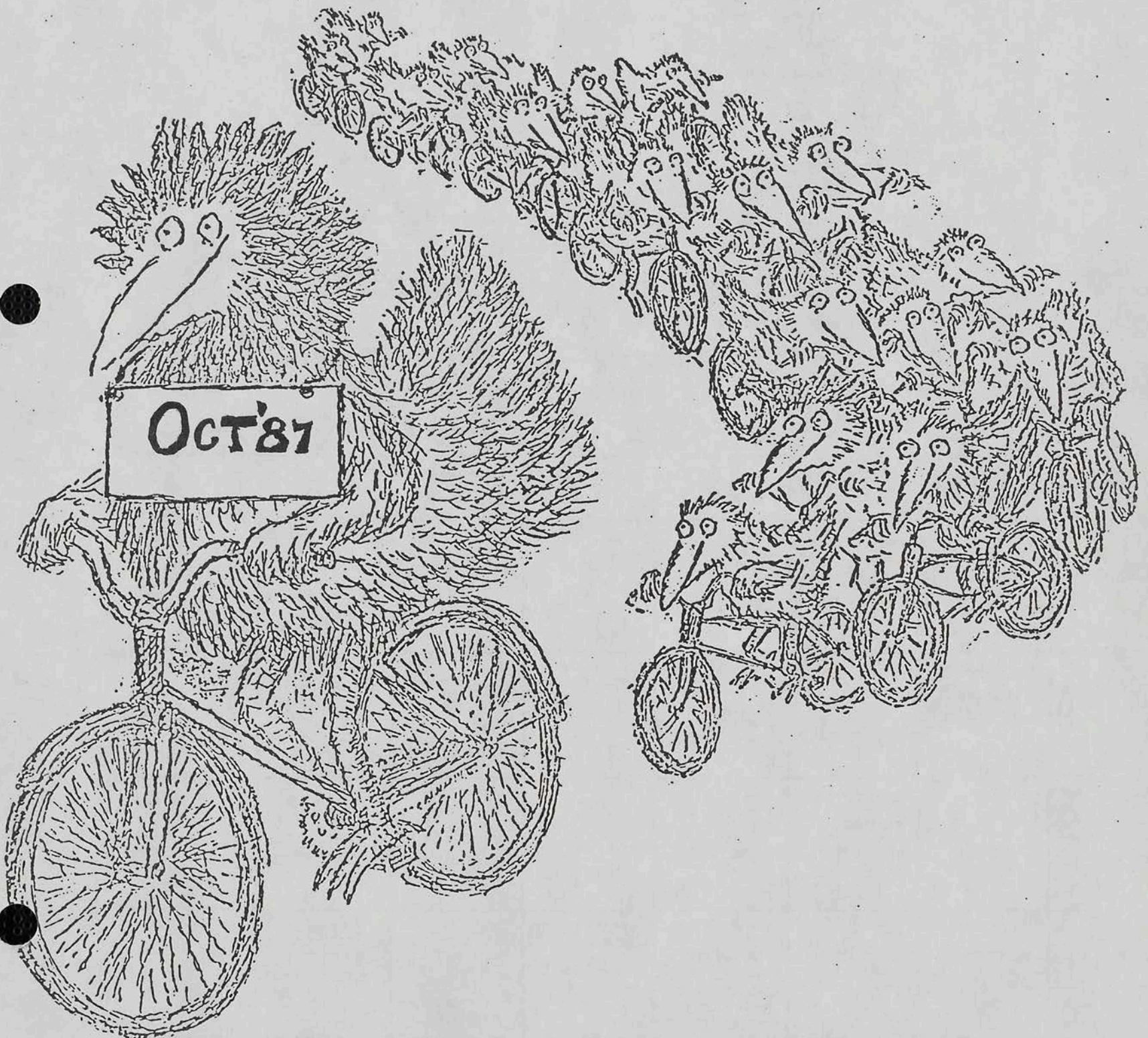


Canadian
University
Employees

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

224-2308

ON CUE



CUE REPRESENTATIVES

EXECUTIVE COMMITTEE

875-4500	President	Adrien Kiernan	Dean of Med. VGH
	1st Vice-President	Position Vacant	
	2nd Vice-President	Position Vacant	
228-2074	Treasurer	Diana Ellis	Computing Centre
224-2308	Rec. Secretary	Eileen Robertson	Temp. Services
228-2713	Hlth. & Safety Rep	Estelle Lebitschnig	Geol. Sciences
228-3146	Chr. Communic. Com.	Pamela Lundrigan	Geol. Sciences
228-5380	Chief Steward	Susan Berry	Botany
228-2761	Chr. Job Eval. Com.	Elizabeth Zook	Cont. Ed. Hlth. Sci.
228-2570	Suzan Zagar	Trustee	Woodward Library
228-6649	Edmund Kam	Trustee	Cat. Products

GRIEVANCE COMMITTEE

228-5380	Susan Berry	Acting Chair	Botany
228-3266	Sarah Beckhout		Chemistry
224-8333	Shirley Irvine		Commerce
228-2570	Suzan Zagar		Woodward Library
228-3208	Colin Banyard		Main Library Circ.

COMMUNICATIONS COMMITTEE

228-3146	Pamela Lundrigan	Chair	Geol. Sci.
228-2761	Elizabeth Zook		Cont. Med. Educ.
228-5478	Ann Hutchison		LPC
228-5478	Avron Hoffman		LPC

CONTRACT COMMITTEE

228-3146	Pamela Lundrigan	Acting Chair	Bio. Sciences
228-3208	Colin Banyard		Main Library Circ.
228-2752	Joanne Crocker		Chemistry
228-2074	Diana Ellis		Computing Centre
875-4500	Adrien Kiernan		Dean of Medicine VGH
228-3292	Lee Miltimore		Philosophy Dept.
228-2515	Flo Gibbons		Religious Studies

EDUCATION COMMITTEE

228-2074	Diana Ellis	Chair	Computing Centre
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JOB EVALUATION COMMITTEE

228-2761	Elizabeth Zook	Chair	Cont Ed. Hlth. Sci.
228-2627	Glynis Tidy		Cont. Dent. Educ. IRC

HEALTH & SAFETY COMMITTEE

228-2713	Estelle Lebitschnig	Chair	Geol. Sciences
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GENERIC CALENDAR

	MON	TUES	WED	THU	FRI	SAT	SUN.
FIRST		EXECUTIVE MEETING 5:00 - 7:00					
SECOND	CONTRACT COMMITTEE 5:00 - 7:00		GRIEVANCE COM. MEETING 5:00 - 7:00 JOB EVALUATION COMMITTEE 5:00 - 7:00	LABOUR COM. & CUE GRIEV. 3:30 - 4:30			
THIRD		EXECUTIVE MEETING 5:00 - 7:00					
FOURTH	CONTRACT COMMITTEE 5:00 - 7:00		GRIEVANCE COM. MEETING 5:00 - 7:00 STEWARDS MTG. 12:30 - 1:30 Jan. Mar. May. Sept. Nov.	COMMUNICATIONS 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.

COMMITTEE REPORT

- 1 -

Sub-Committee Members: David Bell, Erik de Bruijn, Don Farquhar,
George Sloan, Karen Shaw.

FINAL REPORT OF THE SUB-COMMITTEE ON STRESS September 22, 1987

- In November 1986, a sub-committee of the University Health and Safety Committee was formed to study stress-related accidents, illness and absenteeism in the university in general.
- University and union records necessary for statistics or information were unavailable or considered confidential. Individuals were reluctant to provide the necessary information. Follow up was difficult for the few submission we did receive; although, interviewing those in identifiable areas was preferred over a campus-wide survey.
- A parallel study to interview individuals following the Ritchie Regime and others doing similar work was rejected.
- Overwhelming interest in Clarissa Greene's lectures was evidence our efforts were not in vain and provided the encouragement to persue the quest.
- In our search we discovered that although some services are available on campus, none were offered to staff.
- After interviewing personnel trained in stress management, Dr. Dorothy Goresky from Student Health Services, was chosen to conduct a stress-management workshop -- a course sponsored by the University Health and Safety Committee.
- The course, which received an overwhelming 200+ $\frac{7}{8}$ enrolment, focused on recognizing stress, its symptoms, advantages and disadvantages. Exercise, meditation, etc. taught the participants how to cope with stress, but not how to eliminate it. Participants found the course useful and highly recommended it to others. The main complaint was that 3 hours was not sufficient.

- The sub-committee has 2 recommendations:
 1. That a stress-management program be introduced campus-wide, possibly through Continuing Education.
 2. That we support the stress-management seminar for managers suggested by Patrick Buchannon.
- Given the resources available to the sub-committee we feel we have gone as far as we can go to fulfill our assignment.
- I would like to close with some personal remarks.
- Authorities in the field of stress research seem to agree that stress is neither negative or positive. What matters is, how one copes with and channels that stress.
- After our research on work-related stress, it was unfortunate that the course was advertised as PERSONAL stress management. This changed the focus of the study and could be seen as a betrayal of the work that went into setting up the course. On the other hand, it clearly resolved that there is no difference between personal and work-related stress. If one has skills to cope in one area, one probably has skills to cope in the other. Some people have the misfortune of working with one who intentionally keeps them off balance. Although this may be recognized as a tactic and one can make choices to deal with it, not everyone has the freedom to exercise those choices without greater cost. This would be one instance that would not accurately reflect one's coping skills.
- Being distressed, like substance-abuse, is not a problem in itself, but a manifestation of a greater problem. Distress is contagious and like a vicious cycle will continue to destroy those involved and their productivity.
- A conspicuous effort is necessary to break that cycle.

CUPE NATIONAL CONVENTION

The CUPE National Convention will be held from October 26 to 30, 1987 in Quebec City. We are allowed to send delegates based on the number of members in our local. We have approximately 1400 members, which allows us to send up to 5 delegates. (Approved at August 1987 General Membership Meeting) They will be:

Adrien Kiernan	- President
Elizebeth Zook	- Chair Job Evaluation Committee
Pamela Lundrigan	- Chair Communications Committee
Diana Ellis	- Secretary-Treasurer
Susan Berry	- Chief Shop Steward
Rod Haynes	- Business Agent (non-voting guest)

Business at the Convention

* The **election of CUPE National Officers**, nominations include:

President	- Jeff Rose (current CUPE National President)
Secretary-Treasurer	- Jean-Claude Laniel (current Secretary-Treasurer)
General Vice-President	- Mike Dumler (current General VP & current President of CUPE BC)

* **Setting of Policy**, including raising the strike pay rate. (current rate is \$75/week, CUPE BC is lobbying to have it raised to \$150/week)

* **Guest speakers** will include:

Shirley Carr - president of The Canadian Labour Congress and a member of CUPE
Ed Broadbent - leader of the Federal NDP

* **Seminars:**

Parliamentary Procedures Seminar
Equal Opportunities Forum
Health & Safety Caucus

Cost

Approximate costs will be:

Registration fee:	\$ 140.
Airfare:	3525.
Hotel:	1560.
Booking off:	1900.
Expenses*:	<u>1900.</u>
Total:	\$9025.

*expenses include meals, taxis, insurance & childcare** (**subsidized by CUPE National)

As new members of CUPE, it is important that we attend this convention. We will be voting on resolutions which will affect us and we will also be able to raise concerns of this local with CUPE staff and officers of other locals.

The Editor
CUE Newsletter
2170 Western Parkway
U.B.C.
Vancouver, B.C.
V6T 1V6

Letters to the editor



Dear Editor:

Here's a little tidbit for your newsletter. I was very offended by your recent editorial in the Summer 1987:3 On Cue. If you think CUE staff are all comatose at this time of year you must not work at the same university as I do. No matter how humorous you thought you were your statements were offensive.

I have been told over and over by faculty and students how invaluable I am to my department, yet for five years I have applied for jobs either for promotion or at the same classification. I always get interviews but the job never comes through. Some light was shed on the subject this past summer when a UBC temporary employee pointed out that several other Senior level secretaries were having the same problem. It seems that the university prefers to hire off the street instead of promoting their own. Funny how our great union would let this happen. Maybe if you stopped making jokes and noticed UBC's corruption of the union system you might have more support from your membership.

I think you owe the hardworking CUE union staff an apology for your recent remarks.

Sincerely,

Overworked and Underpaid

Dear Overworked and Underpaid:

Thank you for your letter. It was the only one we received in response to our editorial. There are three issues you raised which we would like to address:

1. your interpretation that our editorial was referring to members' work habits;
2. the situation you raised of UBC hiring externally when they had internal applicants, and your assumption that "our great union [lets] this happen";
3. your comments on our sense of humour.

Point 1: The editorial was a call for members to participate in the union, not a comment on their work habits. We made the call because over the past several months, we have had difficulty raising quorum at membership meetings, without which, union business cannot be conducted. So you see how necessary member participation is. We have also asked for members to either join one of the various committees, or to run for one of the several vacancies we have on our executive. We are working hard at serving the entire membership, and a little help would go a long way.

Point 2: We became aware earlier this year of the UBC tendency to hire externally when they had existing internal applicants on file. The union sent a strong letter censuring the university, and reminded them that this practice contravenes our collective agreement. (This letter is available for your perusal at the union office). To the best of our knowledge, this practice has ceased, but it must be stressed at this point that unless complaints are made and/or grievances filed, we have no way of knowing of these abuses, and therefore no way of remedying the situation. More of this type of communication is needed if the union is to fulfill its obligations. Thank you for raising it.

Point 3: Concerning our apparent tasteless humour: You must have taken the editorial in the wrong context. It was written because members of the executive feel as if they work solo, as if in a void, because we so rarely hear from our membership. On average, no more than 5% answer surveys, and about 2% show up at membership meetings. That means that of our approximately 1390 members, 80 (at most) answer surveys, and 25-30 attend meetings. As mentioned, we cannot conduct the business of the union without the input of the membership, so we tried another approach in stimulating member interest. It certainly got yours, but unfortunately, not the way we had intended.

We hope this response clears the air between us; we welcome further communication either way. Thanks again for writing.

The Editor



To: The CUE Membership

I am writing this letter as an individual union member.

The participation level in our union is very low. We are lucky if we have more than two dozen people actively involved at any one time. This includes the Executive, the committees and the active shop stewards. Out of a membership of nearly 1400, that amounts to less than 2%!!!

A small group of volunteers are doing all the work.

It is no wonder that burnout is so high amongst those who do get involved. Apathy runs rampant through out our membership. Rarely do more than 100 people attend General Membership Meetings. Even when there was a strike vote (for June 1/87 walkout to protest Bill 19) less than half our membership turned up. Members are quick to complain about what the Union is/isn't doing but they don't step forward to offer any help.

The University administration knows we are an apathetic bunch. This is reflected everytime we negotiate a contract. They know that we will go on doing our jobs and muttering under our breath about the lousy contract that the UNION got us.

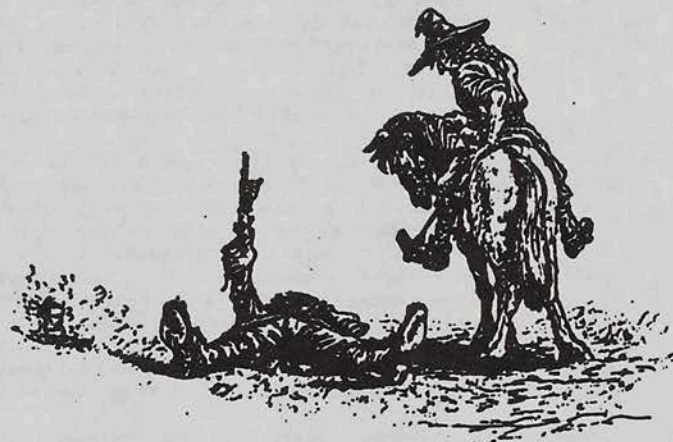
WE ARE THE UNION, each and everyone of us. It is time that we realized this. If you don't like what is being done in your Union do something about it. Come forward and get involved.

The terms for the present Executive are almost over. Some of the positions have never even been filled. It is time to start thinking about who is going to be representing you in the coming year. What if the few people who are involved decide that they have had enough? That they are tired of putting in a lot of their time and energy to try and help an unappreciative, apathetic membership such as ours.

Why should they care if you don't?

I think it is time that this membership took a long hard look at what is happening here. The few people actively involved in Union business are working to their limits. Soon they, like previous executives, will drop to the wayside. This will leave us with very few people or perhaps no one to act on our behalf. And in this tough labour climate, I certainly wouldn't want to be without representation.

Diana Ellis



VDT Questionnaire - 1987

70 CUE members responded to this questionnaire the results are as follows:

1. How many hours do you use a VDT?

Average per day - under 4 hrs. (26) 37% over 5 hrs. (38) 54%

Average per week - under 20 hrs. (34) 48%
- between 21-30 hrs. (19) 27%
- over 31 hrs. (17) 24%

2. How long have you been using one?

Average years on VDT. - Under 3 (39) 55%
- Between 4 and 7 (29) 41%
- Between 8 and 14 (9) 12%

3. What is the longest stretch you have to remain sitting at a VDT?

Up to 2 hrs. (27) 38%, Between 3-4 hrs. (23) 32%,
Between 5-6 hrs. (8) 11%, Over 7 hrs. (10) 14% (I would assume that
the person/persons over 7 hours did have a lunch break and coffee
breaks and that there are some people who work straight through because
of deadlines.)

4. How often do you take a rest break away from the machine?

Not adequately answered. There was some indication that when the work
was not under a deadline most people could take a break. For those who
do take breaks it was between every 1 or 2 hours.

5. Is your productivity or work performance monitored by a computer
system.

The general feeling with the responses we received was NO but if the
different departments wanted they would have the means. Not all responses
answered this question.

6. Is there more than one VDT in the room in which you work?

The majority of departments where responses came from had more than one
VDT.

7. Which of the following accessories do you have at your terminal?

(17) adjustable machine stand 24%
(26) control for height and angle of screen 37%
(47) document holder 67%
(54) detachable keyboard 77%
(63) chair height adjustable 90%
(52) back rest adjustable 74%
(38) chair adjustable while remaining seated 54%

8. Does your screen flicker - majority said no.

9. Has your machine been repaired recently? No
Has your machine been tested for radiation leakage? No, off all the
questions answered this had the same response never noticed any such
tests ever made on the terminals.

10. Not able to respond.

Item 11, 12 and 13 responses as follows:

Have you ever been bothered by any of the following ailments after working on a VDT?

back: lower (35) 50%, middle (22) 31%, upper (22) 31%
sore shoulders: (49) 70%, sore neck: (51) 72%, headache: (41) 58%,
eye strain: (56) 80%, rashes: (4) 5%, fine red streaks: (-),
wrists: (14) 20%, forearms: (10) 14%, fingers: (19) 27% along with this
numbness: (11) 15%

14. Do other activities cause any of the ailments you have noted above?

There were those who indicated their own personal ailments not directly associated with VDT but that because they were working on the terminals so much these ailments had worsened. (This was a very general question and could not put a percentage on it.) Most did not answer this question.

15. Are these ailments getting worse with time? Most did not answer this question.

16. Do you wear glasses/contacts? (50) 71%

17. Very general answer most people have worn glasses longer than 5 years.

18. When did you have an eye examination? Majority have eyes tested regularly.

19. Has your eyesight deteriorated from the previous examination? (38) 54%

20. Have you discussed working on VDT's with your eye doctor?

NO - (34) 48%
YES - (35) 49%

21. How do you feel your health is affected by working on VDT's?

43 or 61% responded with yes. The major complaints were stress, tiredness and eye strain.

22. The following comments were taken from the questionnaire and listed below for the record:

- Lack of information on the best way to set up a system for ones comfort.
- Concerns regarding the affects while pregnant and what to do.
- Stressful and tiresome.
- Eyestrain, headaches, backaches, hand cramps and affects the general mood if on the terminal too long.
- Very boring.
- Alienation from co-workers.
- Requesting proper equipment and being refused re: anti glare screen, told that it is too expensive.

87/09/13
EAL

South African Congress of Trade Unions

The SACTU Support Committee is organizing a "Freedom March and Rally" that will take place during the Commonwealth conference, on Saturday, October 17, 1987. Ralliers will meet at noon at Victory square. (Hastings @ Cambie)

One of the central issues at the Commonwealth conference will be apartheid in South Africa and whether the Commonwealth countries will impose effective sanctions against the apartheid regime.

THEY NEED OUR SUPPORT TO MAKE THIS FREEDOM MARCH AND RALLY A SUCCESS!

A collection will be taken at the rally with half the net proceeds going to the SACTU Strike Fund and half to the Congress of South African Trade Unions.

If you would like further information or have any questions, contact:



SACTU Support Committee (Vancouver)
5793 Bryant Street, Burnaby, B.C. V5H 1X4

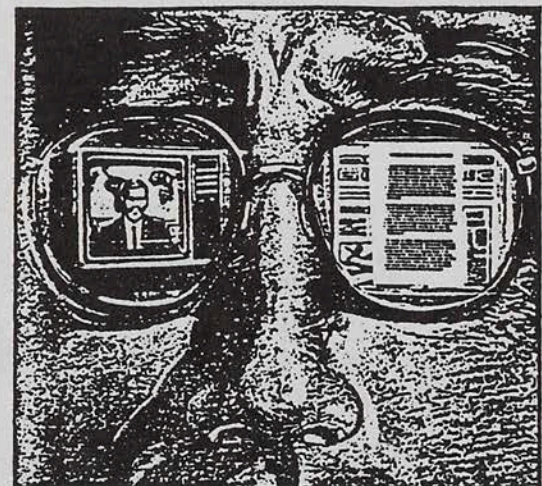
(604) 438-4203

"THE WRATH OF GRAPES"

"The Wrath of Grapes" is a compelling look at the national boycott of California table grapes. The film shows the dangers of toxic pesticides (used in the cultivation of table grapes) to both the California farm workers and the consumer.

We currently have a videotaped copy of this film available to our members. It runs for 15 minutes and is in VHS format.

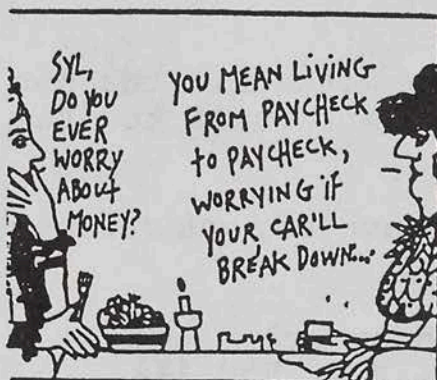
If you would like to see "The Wrath of Grapes", and learn more about the reasons behind the grape boycott, please contact the Union office.



There is also available a pamphlet entitled "Resources for Women 45 and Better". These copies are available free of charge and can be picked up from their office at 400A West 5th Avenue (office hours: Monday to Friday 9:30 am to 5:00 pm).

Thursdays in October and November 7:30-9:30 p.m.

A TIME TO TALK



WOMEN 45 and BETTER
TALKING WITH EACH
OTHER ABOUT WHAT'S
IMPORTANT TO US NOW.

Introductory session:
A chance to get to know each other
and set topics for discussion in later
sessions.

Possible topics include:

- financial survival
- mid-life daughters and aging parents
- sharing pleasures and enjoyments
- choices for intimacy and warmth
- women as caretakers

A GROUP TO CELEBRATE
OURSELVES AND TALK ABOUT
OUR CONCERNS

For more information and to register call:
VANCOUVER STATUS OF WOMEN at
873-1427

*** POSITIONS VACANT ***

!! SHOP STEWARDS !!

- * DO YOU POSSESS DIPLOMATIC SKILLS?
- * ARE YOU KNOWN FOR YOUR OBJECTIVITY?
- * WOULD YOU SAY YOU WERE COMPASSIONATE?

IF YOU CAN ANSWER YES TO THESE QUESTIONS, THEN YOU ARE THE PERFECT CANDIDATE FOR ONE OF OUR VACANCIES.

TO BE A SHOP STEWARD, YOU NEED TO BE WILLING TO:

- * ATTEND SHOP STEWARD MEETINGS (6X PER YEAR)
 - * ACT AS LIAISON BETWEEN UNION AND WORKERS
- AND/OR
- * REPRESENT WORKERS IN GRIEVANCE SITUATIONS

IF YOU FEEL YOU CAN AND WANT TO CONTRIBUTE TO THE SHOP STEWARD NETWORK, CONTACT:

- * SUSAN BERRY (CHIEF SHOP STEWARD) 228-5380
- * ROD HAYNES (C.U.E. BUSINESS AGENT) 224-2308
- * SALLY BONDY (C.U.E. SECRETARY) 224-2308

OR COMPLETE AND RETURN THE QUESTIONS BELOW:

NAME _____

DEPARTMENT _____ PHONE _____

AREA OF INTEREST:

1. LIASING BETWEEN WORKER AND UNION _____ YES _____ NO
2. WORKER REPRESENTATION IN GRIEVANCES _____ YES _____ NO



RETURN TO:

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