

ACROSS CAMPUS



SEPTEMBER

1976,

4 WASSERLEIN FRANCES J 608
EDUCATION

No. 8

the effect of LIGHTING on the human body

by Robert Gaytan

"The occupational disease known as miners' nystagmus, a disorder of the nervous system prevalent in the early 1900s among coal miners working at illumination levels of 0.018 - 0.09 footcandle, was eradicated when the level was increased by more than 0.12 footcandle."¹

When you consider that the lighting levels in most of our modern office and utility buildings are in the area of 100-150 footcandles, you might wonder what the advantages of such high levels might be. Have you ever wondered why lighting level in **your** home and the lighting level in your office vary so drastically? Have you ever left your office at the end of the day feeling completely exhausted, with no apparent reason, only to find that your energy returns markedly after you are home for a little while? Well, the reason for that change may only marginally be that you are away from business pressure. Have you ever found yourself hallucinating flashing lights or dark objects out of the corner of your eye while at the office? Have you ever felt that your office is filled with a bright cloud or fog near the ceiling? If so, you're not alone.

I have always considered my department over-lit. And one by one I started to notice the things I have listed above while at work. But since every data processing installation I have ever worked in has been lighted that way I naturally assumed that somewhere someone had a good reason for it that I simply did not need to know.

In my work area alone there were about 100 cool-white fluorescent lamps, each supplying the equivalent of a 200 watt incandescent bulb. At home, where I do a good deal of detailed graphic art work and writing, I get along very comfortably with at most 100 watts at any given time in any given area. So why should the University feel obligated to supply me with 20,000 watts of light to do much less detailed work?

Well, in the last few months we have removed about half the bulbs from their fixtures department-wide (the huge brunt of them being removed from the computer room, where I work). We also have taken to only lighting those sections of the room where we normally work and leaving the remainder of the room to be lighted solely by the light from the many windows.

The effect has been that I have stopped hallucinating, the blinding "fog" has been banished from the ceiling, and I feel relaxed while working rather than on edge from the flicker-factor of all those fluorescent bulbs.

Since then I have started paying attention to other areas of the General Administration Building offices. The new offices, recently completed, I found to be lighted very much in the pattern of my department. For a space occupied by at the most five desks there were approximately one hundred and twenty cool-white fluorescent bulbs (equivalent of 24,000 watts incandescent), for offices which have full-length windows and which are used almost exclusively during the day!

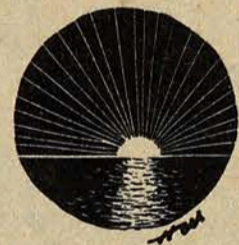
David G. Cogan, M.D., director of the Howe Laboratory of Ophthalmology, Boston:

"I suppose that an adequate definition of eyestrain is a state of fatigue resulting from use of the eyes...What the medical profession takes for granted, but the public does not realize, is that the so-called eyestrain is a fatigue of mental concentration that in no way poses a threat to the eyes...From the point of view of illumination, therefore, it is important, first of all, to put eyestrain in the context of psychologic states...If eyestrain reflects the difficulty of concentrating on a visual task, the way to avoid it is

to be comfortable; and this is a matter of individual personal evaluation...I would like to suggest that the strictly health hazards of low illumination are minimal."²

Dr. Robert Rienecke, Chairman of the Department of Ophthalmology at Albany Medical College, states that the 100-150 footcandle level for offices is "ridiculously high". "I would prefer to see light levels at 7-1/2 to 20 footcandles", Dr. Rienecke said. "We have done visual examinations at 7-1/2 footcandles and the eye functions perfectly."

This whole question of what constitutes adequate lighting levels for given tasks is a very messy affair. Most lighting engineers, architects and designers use the standards devised by the Illuminating Engineers Society which publishes guides providing recommended minimum light levels for a broad variety of settings and tasks. However a survey of the composition of the committees that develop the IES standards shows that manufacturers of lighting equipment comprise more than 35 per cent of the membership!



In New York City 70 footcandles of light are required for all areas of a public library regardless of function. In Britain, which also has an IES, but one whose membership is comprised solely of professionals, library lighting is broken down into nine distinct function categories and the maximum intensity recommended is 46.5 footcandles. For the largest areas - the shelves and book stacks - 14 footcandles are recommended. The British also include comfort criteria in the same tables, which other branches of the IES do not.

The British recommendation for office corridors is nine footcandles. In New York City it is 150 footcandles.

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General Membership Meeting

Sept. 9

5:15 p.m.

Place -- to be announced



Executive Report

August 12/76 Executive Meeting

Margot Scherk
Roberta Crosby

that we mail the final draft of the application to the AIB over the Aug 14/15 weekend.

Defeated

Marcel Dionne
Roberta Crosby

that we send the final draft of our application to the AIB after it has been reviewed by the Executive at the Aug 17/76 Executive meeting.

Carried

Barb McEachern
Doreen Nicholson

that we forward a letter to the AIB telling them that we will be sending them our brief within a week.

Carried

EXECUTIVE REPORT

August 17/76 Executive Meeting

Frances Wasserlein
Jerry Andersen

that the agenda be adopted as amended.

Carried

Jerry Andersen
Frances Wasserlein

that the minutes be approved as

presented.

Carried

Ian Mackenzie
Fairleigh Funston

that we send a letter to Robert Grant informing him that we do not believe that Dr. Vogt's and Wes Clark's secretaries should be exempted from membership in the bargaining unit.

Carried

Fairleigh Funston
Roberta Crosby

that we approve the AIB submission as presented to the Executive meeting of Aug 17/76 and that it be distributed to the membership meeting on Aug 19/76.

Carried

Frances Wasserlein
Fairleigh Funston

that we reply to the Vancouver Co-op Radio letter regarding proposed B.C. Labour programming stating our interest and support.

Carried

Meeting Minutes

Minutes, Membership Meeting
August 5/76 5 P.M., Ian Mackenzie in the Chair,
Henry Angus 110

The Contract Committee moved and seconded all proposed contract amendments. The membership was informed they were voting on the principle of most of the items. The possibility of voting to refer was open.

Jeff Hoskins gave a Contract Committee report. They have been meeting for 3 months during the day, in the evenings and on weekends. They have covered the first half of the contract. Negotiations began Tuesday, Aug 10/76 at 11:30 a.m. On Saturday Aug 7/76 a meeting was scheduled with the Communications Committee to put out another article. Help is required in the Union office. Good recording secretaries are still needed for negotiations.

Proposed Contract Amendments 1976

Article 3.04

Nancy Wiggs
Margie Whalley

that we refer this article back to the Contract Committee.

Carried

Article 3.05

Defeated

The last part of the last sentence "the employee shall become a continuing employee except where an employee is hired into a sessional position that employee shall become a sessional employee", was left in.

Article 3.06 Carried

Article 3.07

Lil Legault
Marcel Dionne

motion to refer back to Contract Committee.

Carried

Article 5.01 Carried

Article 5.04

Margot Scherk
Lil Legault

amended to read "Employees' workload will not be increased as a result of layoff, attrition, suspension, discharge, resignation, vacations, leaves or changes in the University procedures or method of operation".

Carried

Mary Raphael
Roxanne Rumley

amended to add "to the extent of necessitating overtime".

Defeated

The article was carried as amended.

Article 5.05 Carried

Article 6.02 Was changed by the Contract Committee to read:

"the University shall begin the deduction of monthly Union dues and assessments on the first month end pay day following the employee's initial appointment".

Carried

Article 6.03 Carried

Article 7.03

Judy Todhunter
Marcel Dionne

amended to read, "the university agrees to grant any representatives of the Union ... etc."

Carried

The article was carried as amended.

Article 7.04 Carried

Article 8.02 Carried

Article 9.01 Carried

Article 10.01 Carried

Article 13.04 Carried

Article 13.05 Carried

Article 13.06 Carried

Article 13.08 Carried

Article 13.09 Carried

Article 14.01

1) Mary Raphael
Sharon Dyke

amended to include "not more than once a year".

Defeated

Carried

2-4) were postponed to the next meeting.

Article 15.01 Carried

Article 16.01 Carried
 Article 21.01 Last sentence will read:
 "this benefit shall also be available to employees who normally work 17 1/2 or more hours per week".

Carried

Article 21.04 Carried

Article 21.06 Carried

Article 23.01 Instead of the last word being "destroyed", it will read "turned over to the employee concerned".

Carried

Article 24.02 Carried

Article 24.05 Carried

Article 26.02 Defeated

The meeting adjourned at 7:30.



Membership Meeting - Aug. 12/76
 Old Auditorium - 12:30 - 2:30

Ian Mackenzie - Chair

1) Approval of Agenda

Shirley Dick -that we add motion of censure to the Provincial Executive for spending \$300.00 in support of Kitimat workers to the agenda.

Defeated.

the agenda was adopted as presented.

2) Minutes

Neil Boucher -that we table the minutes from the last membership meeting.

Carried.

3) Correspondence

- Letter from Grant re: negotiations.
- Letter from Grant dated July 2/76 re: AIB
- Letter from Ian to Grant re:AIB application.
- Letter from University to AIB dated Aug.3/76.

Heather MacNeill -that when we file Margie Whalley for submission to the AIB, we apply for exemption under the sex discrimination clause and that we also make mention of parity with SFU, CUPE, etc.

Carried.

4) Financial Report

Margot Scherk -that the financial report be adopted as presented.

Carried.

Margot Scherk -that \$750.00 be allotted for printing and office expense for August 1976.

Carried.

Margot Scherk -that the Treasurer Roberta Crosby be authorized to

send the correct amount of per capita tax to the Provincial Association as soon as the July check-off is recieved from the University.

Carried.

Margot Scherk -that the membership Jerry Andersen of AUCE Local #1 authorize the use of a clipping service to clip the Vancouver Sun, the Province, the Toronto Globe and Mail and the Victoria Times for the topics: Labor (general), White Collar Workers and Women in the Labor Force.

Carried.

Fairleigh Funston -that Ian Marcel Dionne Mackenzie be authorized to work 2 days in the Union office at his regular rate of pay.

Carried.

Fairleigh Funston notice of Motion.

- that, as authorized by the executive, members either on short-term leaves of absence or laid off from the bargaining unit may work in the Union office for periods of up to a week and be paid at their regular rate.

5) Nominations

Status of Women Committee-

-Vicki Meynert and Frances Wasserlein were nominated and will stand.

Neil Boucher -that we leave Fairleigh Funston nominations open to next meeting.

Carried.

Strike Committee at large-

-Gary Phillips, Fairleigh Funston, Judy Todhunter, Joan Cosar Sylvia Wood, Meg Holsworth were nominated and will stand. Ian declared them elected by acclamation and nominations open until the next meeting.

6) Grievance Report

Ray Galbraith -that the membership Jeff Hoskins authorize the Grievance Committee to take the John Hrukes misclassification case to arbitration.

Carried.

7) Contract Committee Report

Jean Lawrence from Division B has been elected chairperson. The first negotiations meeting with the Univ. was not very successful as the only member of the university's negotiating team to arrive was Carol Singer. The meeting was scheduled for 11:00 A.M. Tuesday Aug.10/76. They will try again on Friday Aug.13/76. A special membership meeting was scheduled for the contract Committee after work on Thursday Aug. 19/76.

Proposed Contract Amendments 76

- Articles: 28.02(b)-Carried.28.03(b) Carried.28.05(a) Carried. 28.05(b) Defeated.28.05(c)(iv) Carried. 28.05(c)(v) Carried. 29.01(a) Postponed. 29.01(b) Carried. 29.03(b) Carried. 29.08 Carried. 30.01Carried. 30.02(a) Isabel Spears, Nancy Wiggs -that the number of days in both instances be changed from (3) to (5). Pat Bell, Stephanie Ross - that we have a secret ballot vote on the amendment. Ian Mackenzie declares the motion for a secret ballot out of order and calls for a challenge to the chair. Jerry Andersen, Judy Macaborski - motion to reconsider at the next meeting.

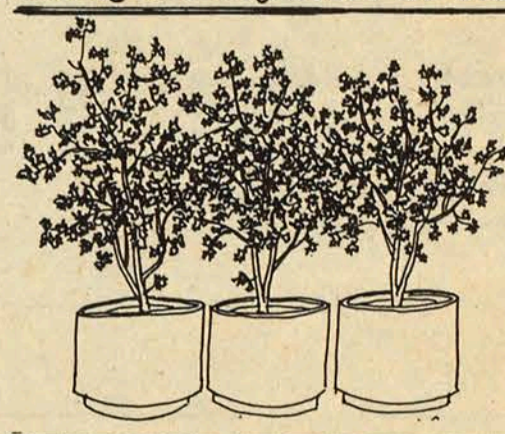
Carried.

30.02(b) Carried.

Heather MacNeill, Neil Boucher - motion to adjourn.

Carried.

Meeting was adjourned at 2:20 PM.



Minutes Special Membership Meeting. Aug. 19/76 5:00 P.M., Henry Angus 110 Ian Mackenzie - Chair

Report from Melody Rudd, Secretary - Treasurer of the Provincial.

The organizing drive downtown to get banks unionized has begun. Monday Aug. 16/76, SORWUC applied for certification for the Victory Square branch of the Canadian Imperial Bank of Commerce. There are 177,000 bank employees in Canada. They start at @ \$600.00 per month and have bad working conditions. The bank at Victory Square has hired 2 people from their main branch, both management types, as file clerks. Rather suspicious.

It wants to change percentage vote for certification and intimidate other employees. Leaflets are being handed out at banks in the morning between 8:00 and 9:00 when employees are going to work. Volunteers are needed.

Proposed Contract Amendments 1976

Articles: 30.02(a) amended to (5) days. Carried. Proposal as amended was Carried. 30.03 Carried. 30.06(e) Carried. 30.06 Carried. 30.06(b) Now called Reporting Illness

ii. Rayleen Nash -that it be amended June Pinkert to read: "Upon return after absence, because of illness, the employee shall ensure that the correct dates of her/his illness are marked on the file by the supervisor."

Carried.

iv. Deletion. Carried.

30.06(c) Carried. 30.06(k) this clause will now read: "The University agrees to provide to the Union all statistical and other relevant information pertaining to Sick Leave. Copies of the "absence from work" forms submitted to the Employee Relations Department by Departments will be made available to the employees concerned in each Department by their supervisor".

Carried.

30.07(a) Carried. 30.07(b) Neil Boucher - That the Barb McEachern entire clause now read as follows: "Upon request, the employee shall be granted up to an additional (3) months leave of absence without pay... etc. In such an instance the employee shall have the option of using all or a portion of vacation credits to insure income...etc."

Carried.

the clause as amended was carried. 30.07(c) Carried. 27.04(c) called 30.08(e) in hand-out. Carried. 30.09(a) Postponed.

31.01 31.02(a) Gloria Sparks - that continued on page 4

31.02(c) Roberta Crosby
31.03

this discussion be referred to the Contract Committee and the Job Evaluation Committee.

Carried.

Heather MacNeill - Emergency
Nancy Wiggs Motion

-that the Union vote on the Contract Committee wage proposals next Wednesday Aug.25/76.

Carried.

31.04(e) Carried. 32.02 Postponed.
32.03 Carried.
the meeting adjourned at 7:00 P.M.

Grievance Committee Report

Ray Galbraith

This is and yet it isn't a Grievance Committee report - it deals with some generalities worth repeating, time and time again, until they become engrained and second nature.

The strength and vitality of this union is found in the awareness and concern of the membership, and, this in turn should be manifested in participation at the shop steward and Division Steward levels. Between contracts the Grievance Committee and the shop stewards are the enforcers and interpreters of the contract, subject to membership approval. All Divisions should have effective steward structures and a representative on the Grievance Committee; anything less undermines our negotiated contracts.

The best contract possible is a hollow victory if there is no effective way to implement it on a day-to-day basis. Besides, good contracts are not written and negotiated from the top; they are products of thought, discussion, and struggle by the membership. We have negotiated, and I emphasize the word "negotiated" because nothing has been handed to us on silver platter, two excellent contracts.

Our present contract is sufficiently vague in many areas to warrant complete overhauling of the language and the intent. Many of these deficiencies only came to light because AUCE members applied the contract to their work situation and either asked questions or filed grievances. This is yet another truism - contracts have little substance, except the paper they are printed on, if they are not read, consumed, questioned, and digested.

AUCE's contract is not on the best-seller list, but it is nonetheless with you, hovering in the background, from 7 to 8 3/4 hours a day. You may find yourself in the position of processing a grievance, and, at that point, the necessity of an aware and concerned steward structure becomes self-evident. But shop stewards and Division Stewards are not "they", those invested with the power to protect our rights; "they" is ^{us} _{time}.

Take some and investigate the possibility of you becoming a steward - the duties of a shop steward are not that time consuming. That is where some of the strength of this union lies - people willing to sacrifice some of their time, willing to learn as they go, and willing to have some demands made on them by those they represent.

This has been a busy year as far as the processing of grievances has been concerned, and, it has been a relatively successful one. There have been a series of mass grievances: one in the Main Library, a working conditions grievance involving 61 employees, another working conditions in the Faculty of Commerce involving 28 employees, a job postings grievance signed by 10 members, etc.

The Grievance Committee has processed misclassification and reclassification grievances, discharge and lay-off grievances, maternity leave grievances, a short-term leave of absence grievance (in regards to the Stewards' Seminar), and others. We must have handled grievances, protests, and queries for at least 250 AUCE members in less than 9 months - an incredible number in a bargaining unit of 1200.

Probably the main reason for the number of grievances has been the oft-quoted issue of the problems with entrenched departmental autonomy. It is a constant struggle, case by case, to overcome years of past practice by the departments, but we can be successful enough to ensure a campus-wide application of the contract. This can only be accomplished if we continue to serve as stewards, and if the membership continues to question and process grievances where necessary.

It has been the experience of the Grievance Committee that the grievances processed in the last 9 months have been justified.

A parting comment. AUCE has, at least in part, been responsible for the "palace revolution" in the Dept. of Employee Relations. The negotiators we faced in the past were of a different quality than those we now confront. Grant, with Connaghan lingering in the background, is strictly "big league" material. We have to be aware of the new situation and be equal, at least, to the challenge.

Referendum Results

TOTAL VOTES COUNTED - 462
TOTAL VOTES SPOILED - 72
TOTAL BALLOTS RECEIVED - 534

MOTION 1* --est. of strike fund

Yes - 306
No - 130
Abstention - 26

MOTION 2 --10% dues to strike fund

Yes - 316
No - 124
Abstention - 21

MOTION 3 --\$5.00 August assessment

Yes - 243
No - 181
Abstention - 37

MOTION 4 --Second Union Organizer

Yes - 171
No - 205
Abstention - 85

* extra ballot received

MOTIONS

To be Presented at the Sept. 9th General Membership Meeting.

NOTICE OF MOTION

Whereas contract negotiations will intensify in the near future and the contract committee require more adequate facilities with which to produce informative leaflets and agendas for membership meetings

be it moved that AUCE Local #1 purchase a second electric typewriter for the union office.

submitted by Fairleigh Funston, Union Organizer



NOTICE OF MOTION

Shirley Chan That the ballots from the strike and union organizer referenda be destroyed.



Notices of Motion to amend Local 1 By-Laws:

F. Election of Officers

5) Each of the Divisions shall hold an April election to be held by ballot or by an April election meeting of all members within the Division for the purpose of electing one member who shall be Division Executive Representative to serve as a member of the Local Association Executive, and one member who shall be a Division Steward to serve as a member of the Grievance Committee.

The quorum for each Division's April election meeting shall be fifteen (15) of the members within that Division. In the event that a Division Steward, Division Executive Representative or Division Representative to a committee is recalled or resigns, a By-Election to fill the vacancy will take place by ballot or at a meeting of the members within the Division, by secret ballot vote, following two weeks notice.

Procedure for change over to new date:

It is intended that those officers who have been in their positions for longer than six months will step down in October 1976.

Those officers who have been in their positions for less than six months at the time of elections in October 1976, shall be allowed to remain in their positions until the new official elections are held in April 1977, should they so choose to remain. Otherwise they shall also step down in October 1976.

Those officers who are elected to positions in October 1976 shall stand for re-election or step down at the time of the new official elections in April 1977.

Submitted by -
Robert Gaytan

Nominees Statements

Statements from vice-presidential nominees:

Pat Gibson, Division H

Presently I am working as a library assistant III in the Main Library and have worked on campus since 1968.

I have been active in AUCE as Trustee, Division Executive Rep. and have worked on the Grievance Strike and Contract Committees. I'm presently on the Provincial AUCE tabulating Committee.

I believe in a democratic union where the members participate and make the decisions that will affect them. I'm running for the position of Vice-President to ensure that the voice and decisions of the membership are maintained.

If elected I will do my best to do what is expected and try to maintain an objective outlook.

Judy Wright
Division C
Chemistry Department

I have been involved in AUCE since I came to U.B.C. in December, 1973. I was a member of our first negotiating committee and a division steward after that. I was the full-time Union Organizer for six months last year and then a trustee on the local executive until February of this year.

I believe that the most important issue facing us right now is negotiations for our third contract. I feel that the main priority of the Executive, other than its regular business such as finances, should be to assist the Negotiating Committee until we get a contract. The Executive should not duplicate the efforts of the Committee in any way, of course, but it should act as a support group in terms of helping to keep our division structure organised and functioning properly. The importance of an active division system cannot be overemphasized. The Executive should also assist in coordinating the activities of our various committees.

The Executive can also contribute greatly to the effectiveness of the Union by writing agendas whereby the most important issues facing us as a union will have the best opportunity of being thoroughly discussed at membership meetings.

As Vice-President, I may be called upon to assume the duties of President if our current President, for some reason, is unable to carry out his duties. In that case I believe that my previous experience in the Union would be of great help to me in carrying through in the absence of the President.

I am a committed member of AUCE; to its principles of democracy and of fair working conditions for its members. If elected Vice-President, I will do the best job I can.

What do you want?

by fairleigh funston

The ability to express oneself is both generated and hindered by emotion. I am experiencing some rather strong and mixed feelings with regard to our local and feel that the time has come to say something.

In all aspects of our lives we are given choices and are faced with having to make decisions. Often what we do is affected by our consideration for others and we are constantly confronted with our own selfishness. These things are not foreign to any of us and I am not trying to sound falsely profound. Perhaps what I am attempting is to draw a parallel between us as people and us as a 'so called' collective work force.

I feel that basically our union is comprised of people with similar needs, desires, income and capabilities. During the conception of AUCE our common interests bound us together in an effort to win what was rightfully ours ... fair play, job security, and more adequate reimbursement for our services. Those people who chose to devote much of their personal lives for 'the cause' were advocates for the membership. What I would like to know is where did that membership disappear to?

During the August 12th membership meeting I was nothing less than disgusted by the conduct of a minority of the minority that managed to make it. I often wonder where everyone is during the two hour lunch meetings that the contract committee fought so hard for last year. I know that it is vacation time for most, but I can not believe that minimum staffing and vacations have suddenly gobbled up more than three quarters of this membership.

Lack of attendance is not a new problem for unions but during that same meeting there were other incidents that added to my utter displeasure. The derisive remarks that, at times, interrupted the Contract Committee's presentations (the one that comes to mind readily was interjected during the discussion of the definition of immediate family for the purpose of compassionate leave - an ignoramus yelled 'dog') leaves a person wondering what the hell and who the hell, they are representing.

From day to day experience in the office I have come to believe that it is a shocking few who have any knowledge of our contract. In the past there have been countless pleas for voluntary assistance in the day to day operation of our union. The word assistance is not such a terrible word ... it can mean as little as folding letters, or checking lists and as much as becoming involved as a committee member. There are always thousands of things to be done. In any case I receive numerous calls for help and the executive's pleas for assistance remain unanswered and unsuccessful. It is so easy to expect that there will always be

someone else to do the work but indeed selfish to want something for nothing.

I have spent in the past, as much as fourteen straight days (include weekends) in the office; the average day being 10 hours. I at least get paid for 70 hours of that. The people I am concerned about are those who devote the majority of their private lives voluntarily to what would appear to be thankless jobs in order that things we all benefit from are maintained and improved. The saddest part of it all is that most of these people serve on more than one committee to ensure some kind of representation for this membership.

It can be argued that every one of these people made the choice that put them where they are; most are not in it for personal benefit, or even for appreciation, many are where they are because no one else would represent their division. They are not masochists or even idealists. They are people like you.

I suppose I have yet to make my point. My main concern is for you. Contract negotiations will intensify soon. Having attended the introductory meeting I can assure you we will be faced with the toughest session yet. Confronted with the nebulous AIB and the not so nebulous Robert Grant I am sure all hell will break loose. Think about it. It directly affects your life.

WHAT DO YOU WANT?!!

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The reason for the differences in levels is because the American standards are set to achieve always the maximum accuracy in task performance which usually means that everything is lighted as if for surgical purposes. For example, difficult tasks performed to 95% accuracy in one footcandle of light and 97% accuracy in four footcandles of light, would require 125 footcandles of light to achieve 98% accuracy, and to light to 99% accuracy - the IES promised land - requires a jump all the way to 4000 footcandles! And since most of the members of the American IES are lighting manufacturers, it's easy enough to see why there will be such a push to achieve that 99%. In fact, if you have less light than that, you are made to feel that you are ruining **your** vision! This is the myth that lighting manufacturers seek to perpetuate through their advertising.

¹Brandston, Howard, "A Little Light on Sight", Lighting Design & Application, January 1975.
²Ibid.

The Light Debate

by Marcel Dionne

Last year during AUCE negotiation our union made a proposal to UBC regarding lighting. The core of the proposal was that the University revert to incandescent lighting in our working areas. The University felt that our

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demand was not economical and that most of our members base such a request on personal feeling.

My personal feeling towards the lighting situation on this campus led me to do a bit of research, and I have found that indeed there are facts that support our proposal as being economically worthy of consideration.

1) Headaches and eyestrain are a common complaint of office workers subjected to the constant brightness, glare and flicker of fluorescent lighting.

2) Research suggests that conventional lighting may be a cause of hyperactivity in schoolchildren.

3) Research also suggests that tooth decay may be caused by lengthy exposure to fluorescent lighting.

4) Research has proven that after a week of consistent or intermittent exposure to bright fluorescent lamps, some animals suffered retinal blindness. The danger point for humans is not known.

5) Almost 70% of all prescription glasses sold are now tinted. Opticians report that much of the upsurge is due to the discomfort of fluorescent lighting.

6) As the upsurge in the use of tinted glasses shows, fluorescent lighting disturbs reading concentration by way of excess glare from white paper, and excessive distraction from tube brightness and flickering. The strain forces readers to slow down to low word-per-minute rates, and they often lose concentration. Both effects impede comprehension and retention. I can only deduce that the kind of light we have around campus classrooms and offices may affect how well a student learns or how well a staff member works, the increased chance of early fatigue may well affect productivity in both cases.

Our increasing dependence on artificial light is emerging as a potentially serious detriment to health, basically because most artificial light deprives us of the vital long ultraviolet waves present in sunlight. Sunlight is, as we know, vital to plant growth and its ultraviolet rays help the human body produce vitamin D, which is essential to bone structure.

I could go on and on but I think that I have made my point. Individuals and organizations must at some point take a stand in their own self interest.

In short, it may well be time to say firmly to the University that fluorescent is not the most economical indoor lighting for the reasons I have noted previously. I would strongly suggest that the University do further research and possibly purchase a light source that is less bright and has high quality color rendition; a light source that is less likely to affect our efficiency.



ACROSS CAMPUS

The Association of University and College Employees
Local One (U.B.C.)
2162 Western Parkway
CAMPUS

A. U. C. E.

Attention: Robert Gaytan

I support fullheartedly Shirley Dick's letter of July 13/76 which was published in the August issue of ACROSS CAMPUS. There is no place whatsoever for the type of material that was published in the July issue of A.C. about the Chilean's workers plight. This is a Union Newsletter, and should deal with union matters. As you yourself stated, we are paying for the ACROSS CAMPUS newsletter out of our union dues, and I for one do not want to pay for the publishing of articles such as that one.

There seems to be all sorts of strange little articles popping up in the newsletter lately. For example, in the July issue there were the following articles:

- Consumer Beware:
- The Effects of Light: Sunburn, etc.....
- Looking for an Alternative
- Chile...A Partisan Viewpoint

The August issue showed great improvement. Apart from a few general interest articles such as, "Talking to ourselves" (which I find very interesting), and some articles taken from the clipping service, the paper stuck mainly to the issues which concern us as a union. And this is as it should be. Surely we are not such an affluent local as to be wasting money on articles just to fill up the paper and make it look big.

D. Crowe

Darlene Crowe
Physics



University Day Care Council,
Hut 88, 2727 Acadia Rd.,
Vancouver, B.C.
Tel. [redacted] [redacted]

16th August, 1976.

Dear Ms. Funston,

I would be pleased if you would put a notice in your newsletter regarding day care on campus. We would like it known that there will be a number of day care openings in several of the centres as of September, '76, especially in those caring for children between the ages of 3 - 5. Though the centres are run cooperatively, the duty hours are not long, quite manageable for people on work schedules. Cost per month is \$140.00 for full-day care per child. Any enquiries should be directed to the Day Care Coordinator, [redacted] or to the centres listed in the Yellow Pages under "Day Care".

I am,

Yours sincerely,

Kirstie Shoolbraid

Kirstie Shoolbraid,
Day Care Coordinator.

The Service Office and Retail Workers Union of Canada (SORWUC) Local No. 1 has signed its third collective agreement with the Vancouver Resources Board covering employees at Vancouver Transition House.

The union's primary demands were for recognition of the vital role of "on call" workers. These are relief staff who replace permanent staffers for sick leave, designated holidays and other compensating time off and for vacations. In lieu of fringe benefits, they will be receiving an additional \$2.00 per shift, double time for working on statutory holidays and 6% of their gross earnings for vacation pay (equivalent to three weeks annual vacation).

Also included in the collective agreement are clauses providing for International Women's Day (March 8) as a designated holiday, a 4% shift differential since Transition House is a 24 hour, 7-day-week operation, and, for employees who do not own a vehicle, a taxi allowance of up to \$8.00 for staff transportation between the hours of 11:00 p.m. and 7:00 a.m.

The new Agreement provides for wages of \$6.99 per hour, including the shift differential.

AUCE Provincial
August 16, 1976

Dear Local #1,

The Provincial referendum was counted on Aug. 14th. Results are as follows:

Vice-Pres. Dan Palmer 351
Fred Hoeflok 274, Abstentions 32,
Spoiled 62.

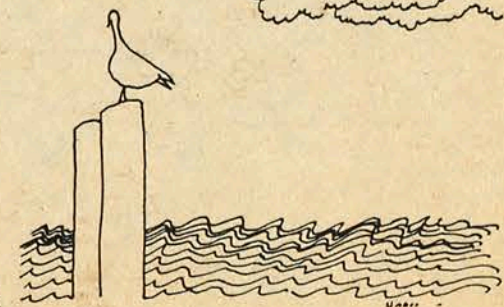
Per Capita Tax increase- Yes 336,
No 224, Abstentions 97, Spoiled 57.

Full time person - S/T or U.O.
Sec. Treasurer 276, Union Organ. 170
Abstentions 205, Spoiled 64.

Nominations for Provincial Secretary, Treasurer and Union Organizer are open and will close September 4th! Please phone nominations to Melody Rudd at [redacted] 5 or [redacted] or Pat Georgeson [redacted].

Sincerely,

Melody Rudd,
Sec. Treasurer
AUCE Provincial



-30-

For further information:

Service Office & Retail Workers
Union of Canada, Local 1
#1003 - 207 West Hastings Street
Phone 684-2834
or call Jean Rands at [redacted].

CLIPPINGS

Labor, law and order in Kitimat

The B.C. Labor Relations Board is considering one of the most crucial decisions it ever will be asked to make — what penalties, if any, should be imposed on workers who went on an illegal strike at the Aluminum Company of Canada smelter at Kitimat.

On that decision may depend the future of labor relations in general in the province.

When considered against the stakes involved that is not an overly dramatic statement.

Labor relations law is designed to provide and maintain rational procedures guiding affairs between employers and organized employees. It permits strikes in certain circumstances — primarily after labor contracts have run out and new ones are being negotiated. It does not allow strikes at other times.

The Alcan workers' three-week strike last month was in breach of a contract they had earlier accepted, which was within the federal wage guidelines.

When other workers, principally employees of the Eurocan pulp complex in Kitimat, got raises in excess of the guidelines, they felt short-changed.

This feeling, together with growing discontent and other problems associated with Kitimat's isolation, led to the strike.

The strike was aimed at the guidelines but the company suffered the economic impact.

It created a lot of animosity in the town among the strikers and their families and those of other employees who continued to work behind the picket lines.

The LRB ruled the strike illegal. Now the question arises as to how those who broke the labor relations law should be punished.

The company insists on dismissing 30 ring leaders and imposing other penalties against another 106.

The company is in the unfortunate position of being the only agency through which penalties

can be imposed for a strike which was aimed at the guidelines.

And it has suffered economic damage essentially for obeying the guidelines. It runs the risk of either another protest strike or a decline in worker morale if it applies the penalties it considers necessary.

One of the LRB's jobs is to help improve labor relations.

If it sanctions penalties, it may be hurting the situation at Alcan. If it doesn't, it may be winking at illegal union action that in the long run could do more damage to labor relations in general.

The latter issue is far more important. Labor relations will remain rational only if the rules are obeyed.

Where they're broken, something should be done to try to prevent disobedience in future. Too many illegal stoppages have gone unpunished in the past.

And the LRB would look rather toothless if it allowed the mere ending of an illegal strike to be sufficient disposition of the case.

STUDENTS NEED HOUSING FOR WINTER!!!

If you have a quiet, suitable place that you could offer in September, please call the campuses nearest you!

UBC	228-2176
Langara	324-5336
SFU	291-3731
BCIT	434-5734
BC Voc. School	434-5722
Douglas College	522-6038
(New West, Surrey, Rich.)	
Capilano College	986-1911

Submitted by D. Johnson
Co-ord. of
Off-Campus
Housing.

LABOUR STUDIES MEDIA COURSE

Capilano College

1st week of October - end of Nov.

Instruction in use of video, audio equipment, camera work, editing etc. Enrollment starts September 1st. Course will be given Tuesday evenings 7pm-10pm.

Fee \$12.00 1.5 College Credits

Course no. LSP - 160 Name:
Media Techniques for Trade Union Education.

Further Info: call Peter K.
986-1911 local 229 Or [redacted]



BOARDROOM REPORTS

□ Show appreciation of your secretary by praising work well done. Recent survey of secretaries show that boss' praise is the thing most appreciated. Attentiveness came second. These ranked higher than gifts, the occasional dinner, and a raise in pay.

Be aware of the subordinate's reaction when you say, "I'd like to see you in my office." Employees will start wondering what they did to displease the boss, and anxiety is a powerful management tool for softening up an employee before recommending improved performance or giving out a heavy assignment. But when you want to discuss something ordinary, it's best to specify why: "I'd like to see you about the copier we're thinking of buying."

Newsletter Opinion Poll

The Communications Committee needs guidance from the membership as to what should be printed in the newsletter. We will appreciate all comments and suggestions.

DO YOU READ "ACROSS CAMPUS"?

- ALWAYS
- SOMETIMES
- NEVER BEFORE

WHAT DO YOU FEEL SHOULD BE INCLUDED IN THE NEWSLETTER (indicate order of preference # 1 being items you consider most important).

- _____ union business to be discussed at membership meetings
- _____ articles about union business
- _____ articles by union members on subjects other than union business
- _____ articles submitted by other unions on campus
- _____ articles submitted by unions off campus
- _____ articles from other publications submitted by union members
- _____ articles written by outside groups or persons
- _____ others (specify) _____

IS THERE ANYTHING YOU ESPECIALLY FEEL SHOULD NOT BE INCLUDED IN THE NEWSLETTER (specify)

ARE THERE ANY SUBJECTS YOU WOULD LIKE TO SEE DISCUSSED IN THE NEWSLETTER?

DO YOU LIKE THE FORMAT OF THE NEWSLETTER? (newsprint, paper, size, ect.)

OTHER COMMENTS, SUGGESTIONS ECT.

Centennial song

Canada, my beauty,
 everybody's love,
 white flower of the diamond-studded North,
 let me tell you that
 a tired prostitute beyond her prime,
 dejected, hungry,
 full of malice and uncertain fear
 would throw her charms away less openly,
 would exercise more choice
 than you have ever done,
 would charge at least a reasonable rate,
 would try to be
 (within the perils of the trade)
 a self-respecting whore;
 And What Is More,
 even in her wildest state
 of drunken self-delusion,
 howling at a corner
 where the newsies thrive,
 she wouldn't let you see her
 stopping people —
 friends and neighbours,
 even relatives —
 shouting with paranoid insistence
 upon decency and moral strength,
 that she's living better now than ever,
 friends with everyone, and that
 despite all rumour, not a shred
 of proof has ever been produced
 to show that she
 (as gossips say)
 is being regularly screwed.

