



Canadian  
University  
Employees



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

224-2308

# Barbaric Revelry

to fire the senses of the world...  
in the story of history's  
most sin-swept era!



GABRIEL PASCAL presents

## ON CUE

NOVEMBER 1987

COMING SOON TO  
YOUR FAVORITE  
MOVIE THEATRE



CUE REPRESENTATIVES

EXECUTIVE COMMITTEE

875-4500	President	Adrien Kiernan	Dean of Med. VGH
228-2515	1st. Vice Pres.	Flo Gibbons	Religious Studies
228-3146	2nd. Vice Pres.	Pamela Lundrigan	Geol. Science
228-2074	Treasurer	Diana Ellis	Computing Centre
224-2308	Record. Secretary	Eileen Robertson	Temp. Services
228-2713	Hlth. & Safety Rep	Estelle Lebitschnig	Geol. Sciences
228-2761	Chr. Commun. Com.	Elizabeth Zook	Cont. Med. Educ.
228-5380	Chief Steward	Susan Berry	Botany
228-6649	Trustee	Edmund Kam	Catalogue Prod.

GRIEVANCE COMMITTEE

228-5380	Susan Berry	Acting Chair	Botany
228-3266	Sarah Eeckhout		Chemistry
224-8333	Shirley Irvine		Commerce
228-3208	Colin Banyard		Main Library Circ.

COMMUNICATIONS COMMITTEE

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

CONTRACT COMMITTEE

228-3146	Pamela Lundrigan	Chair	Geol. 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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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 COMMITTEE 5:00 - 7:00 LABOUR COM'TY 3:30 - 4:30			
THIRD		EXECUTIVE MEETING 5:00 - 7:00					
FOURTH	CONTRACT COMMITTEE 5:00 - 7:00		GRIEVANCE COMMITTEE 5:00 - 7:00	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.

# UPDATE ON CONTRACT NEGOTIATIONS

Throughout September C.U.E. representatives met with counterparts from the employer to discuss Article 34 of the Contract. The employer wanted both parties to take a serious look at this Article as in their view, in the past, it has been a major problem to administer. The meetings took place outside of the formal negotiations. As a result of these meetings we are much clearer on where the university wishes to proceed at the bargaining table. Both parties are planning to return to negotiations on the morning of November 12th.

We will keep you posted on what is happening. Remember that until a new contract is signed the present one remains in effect.



# KNOW YOUR CONTRACT

*By Elizabeth M. Zook*

This section is being brought back to the newsletter to help union members get a better knowledge and understanding of their present contract. Sometimes this just might be a refresher, but it is always useful to know what rights you have.

The topic for this issue is Section 27.13 No Loss of Vacation Entitlement Due to Illness or Injury.

Did you know that if during your vacation you get ill that you may substitute your sick days for your vacation days. What you should be doing is getting a note from your doctor stating that you are not well enough to work and to take this note to your supervisor. In addition, a friendly call in to your supervisor while this is happening would probably also help you to switch your days. Note this call is not to replace the need for a doctor's note and that this should be done at the time of your illness.

**Section 27.13 No Loss of Vacation Entitlement Due to Illness or Injury**  
**When an employee is eligible for sick leave while she/he is on vacation, illness or injury during such time shall be tabulated against the employee's sick leave, subject to presentation of supporting medical certificate or other proof of illness or injury.**

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## YOUR UNION CONTRACT

**This is the Collective Agreement between the Canadian University Employees (CUE) and the University of British Columbia. It establishes wages and working conditions for clerical and library employees of UBC who are covered by CUE's certification.**

**This booklet outlines the rights and benefits that you are entitled to under the contract. Read it carefully - observe it and enforce it.**

**If you have any questions or problems concerning the contract or its interpretation, contact your steward or the CUE office. The Union Office is located at 2170 Western Parkway, Vancouver, B.C. V6T 1V6, phone 224-2308.**

These paragraphs are located in the front of your contract, take the advice it gives you and read your contract. You don't necessarily need to sit down at one time and read it from cover to cover. But a section at a time at your own leisure or maybe when an issue comes up and you don't quite understand how to handle it. Don't just ask your boss, look at the contract also and if you still don't understand phone the Union. That is what the Union is there for - ITS FOR YOU, BECAUSE IT IS YOU WHO MAKE UP THE UNION.

## CUPE NEWS

### National Defence Fund

Effective January 1, 1988, the strike and lockout benefits shall be raised to a weekly maximum of \$100.00 (now \$75.00). The daily rate shall be raised to \$20.00 (now \$15.00).

The National Defence Fund has always been more than a "small strike fund" It provides for the payment of many other benefits in addition to strike pay. One of its long-standing uses is for support of internal and public campaigns aimed at averting the need for strike action, promoting and protecting basic trade union rights and supporting initiatives developed to strengthen bargaining clout and job security.

It also supports the Special National Defense Program. This is a dynamic campaign aimed at defending CUPE members and increasing internal strength and effectiveness by utilizing well trained instructors, trainee reps, education programs and organizing campaigns against contracting-out and privatization. Our local received assistance battling Ritchie and Associates through this program.

The National Defence Fund also assists local unions with legal expenses in certain important or precedent-setting arbitration cases. It has also funded CUPE's program of computerizing the national, regional and area offices. The fund financed the recent improvements made to our computerized membership data-base.

As you can see the CUPE National Defense Fund is much more than a "strike fund". Raising the strike and lockout benefits represents a small portion of the defence funds ability to assist CUPE members such as ourselves.

### CUPE National Convention

The CUPE National Convention is taking place this week (October 25-30, 1987) in Quebec City. Our local is represented by five delegates from our Executive and our business agent. They are voting on 21 constitutional amendments and over 110 resolutions.

The resolutions cover a broad range of areas including economic policy, employment issues, health and safety, labour rights, union education, pay equity and employment equity, deregulation, contracting out, privatization and cutbacks, employment issues, immigration policy, child care and world peace.



Find the Ritchy poem. Win a free copy of 'The Ritchy Poems'. Offer limited to CUE members. By the way, did you find the poem in the last issue?

# letters to the editor



September 18th. 1987

Adrienne Kiernan  
Chairperson  
Canadian University Employees  
2170 Western Parkway  
Vancouver, B.C.  
V6T 1V6

Dear Ms. Kiernan:

This letter is written with reference to the letter regarding 'Predictors of Health Promotion in Midlife Women' from B. Ann Hilton.

I'm so fed up with hearing about new tests, studies and analyses, and new strategies for improvement in the health and spirits of the working population. In my case, and I think most working people would agree with me, the only way I am going to stop my health and spirits from carrying on their path of descent, and rise to a better level, is to receive more money for the hardwork and attention I put into my job. I can't afford to take care of myself with what I am being paid presently. I suffer from a great deal of stress and know all my problems boil down to lack of finance. I can't afford to get out and enjoy myself. I can't afford the hobbies I enjoy. If you don't have the money to go anywhere with your friends, you end up not having any friends. I can't help wondering if all this stress, worry and hardwork for little money is worth my living for. Then again, I wonder if my employer and my job is worth dying for.

A sign I've seen on the wall is only too true, it reads:

WORKING HERE ALLOWS ME TO ENJOY  
TWO OF THE LUXURIES I'VE  
GROWN ACCUSTOMED TO.....

EATING AND LIVING INDOORS!

By the way, I am nowhere near middle-aged, and I think people should think twice about wasting a lot of money on frivolous projects!

Yours sincerely,

DEPRESSED



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WE HAVE TO REMIND OURSELVES OCCASIONALLY THAT WE DO HAVE THE MORAL EDGE, THAT OUR UNION IS THE OPPOSITE OF ITS DISTORTED MEDIA IMAGE. WE ARE NOT GREEDY, OBSTRUCTIVE AND SELFISH. ON THE CONTRARY, OUR UNION STANDS FOR MUCH THAT IS GOOD AND DECENT IN SOCIETY. WHAT DO WE STAND FOR? WE STAND FOR JOBS... SO WE CAN LIVE IN DIGNITY AND COMFORT, AND SO OUR CHILDREN CAN BE EDUCATED FOR THE FUTURE. WE STAND FOR FAIR PAY. WE STAND FOR EQUALITY IN THE WORKPLACE. WE STAND FOR HUMAN RIGHTS, AND AGAINST DISCRIMINATION. WE STAND FOR DEMOCRATIC DECISION-MAKING IN THE WORKPLACE, AGAINST AUTHORITARIAN DECISION-MAKING. WE STAND FOR WORLD PEACE. AND WE STAND FOR ADEQUATE PUBLIC SERVICES FOR THE POOR, THE ELDERLY, THE YOUNG, THE SICK, AND THE DISADVANTAGED.

IN OPPOSING THOSE POLITICAL AND BUSINESS PRESSURES THAT ARE TRYING TO CHANGE SOCIETY BACK TO THE WAY THAT IS LESS FREE, LESS FAIR, LESS SECURE, AND LESS DECENT - IN OPPOSING THOSE FORCES THAT WANT TO REPEAL THE LAST 50 YEARS IN CANADA - WE ARE NOT BEING SELFISH. WE ARE ENGAGED IN A STRUGGLE NOT JUST TO PRESERVE OUR OWN ECONOMIC WELL-BEING, BUT TO PRESERVE A HUMANE AND CARING SOCIETY FOR EVERYONE.

WE HAVE ABSOLUTELY NO REASON TO FEEL GUILTY OR ASHAMED ABOUT OUR EFFORTS TO ACHIEVE THOSE GOALS. ON THE CONTRARY, WE SHOULD BE PROUD OF OUR ACCOMPLISHMENTS, AND PROUD OF THE ATTEMPTS WE ARE NOW MAKING TO PREVENT GOVERNMENTS FROM SLASHING THE LEVEL AND QUALITY OF THE SERVICES WE PROVIDE TO THE PUBLIC.

WHEN WE OPPOSE CONTRACTING-OUT, FOR EXAMPLE, WE ARE NOT ONLY PROTECTING OUR JOBS. WE ARE ALSO PROTECTING THE QUALITY OF THE SERVICES WE PROVIDE TO THE COMMUNITY. BECAUSE WE KNOW THAT CONTRACTED-OUT SERVICES MEAN INFERIOR SERVICES TO THE COMMUNITY. AND THAT'S NOT THE KIND OF SOCIETY THAT WE THINK IS RIGHT.

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WHEN WE OPPOSE WAGE CONTROLS, WE DO SO NOT SIMPLY TO PROTECT OUR INCOMES, BUT ALSO TO MAINTAIN OUR PURCHASING POWER AS CONSUMERS. BECAUSE WE KNOW THAT, IF WE CAN'T AFFORD THE GOODS AND SERVICES OUR NEIGHBOURS PRODUCE, THEY WILL LOSE THEIR JOBS. AND THAT'S NOT THE KIND OF SOCIETY THAT WE THINK IS RIGHT.

WHEN WE TRY TO DEFEND OUR UNION, WE ARE NOT JUST PROTECTING AN ORGANIZATION THAT CATERES TO OUR NEEDS. WE ARE TRYING TO KEEP THE LAW OF THE JUNGLE OUT OF OUR HOSPITALS, SCHOOLS, MUNICIPALITIES, LIBRARIES AND ALL THE OTHER PLACES WHERE WE WORK. BECAUSE, WITHOUT A UNION TO STOP THEM, EMPLOYERS COULD DO WHATEVER THEY WANT TO US. THINK ABOUT IT! THEY COULD PAY US AS LITTLE AS THEY LIKED. WORK US LONG HOURS WITHOUT OVERTIME, TAKE AWAY OUR VACATIONS AND HOLIDAYS, SUBJECT US TO DANGEROUS CONDITIONS, AND EVEN THROW US OUT AS SOON AS WE STARTED TO GET OLDER AND COULDN'T KEEP UP WITH THE YOUNGER WORKERS. THAT'S WHAT THE WORKPLACES OF CANADA WERE ACTUALLY LIKE BEFORE UNIONS EXISTED - AND THAT'S WHAT THEY'LL BE LIKE AGAIN IF, GOD HELP US, UNIONS LIKE CUPE ARE DESTROYED. THAT'S NOT THE KIND OF SOCIETY THAT WE THINK IS RIGHT.

IT IS THIS THAT OUR MEMBERS MUST KNOW AND UNDERSTAND. WE HAVE A VISION OF SOCIETY, A CARING AND UNSELFISH SOCIETY, AND WE ARE DEDICATED TO TURNING THAT VISION INTO REALITY. WE MUST TAKE THAT MESSAGE TO OUR MEMBERS. WE MUST USE THAT MESSAGE TO EDUCATE AND MOTIVATE OUR MEMBERS, AND TO REBUILD THE CONFIDENCE, LOYALTY AND SUPPORT OF MORE OF OUR MEMBERSHIP. THE STAKES ARE VERY HIGH. IN FACT, REBUILDING OUR MEMBERS' CONFIDENCE, LOYALTY, MOTIVATION AND SUPPORT ARE A PRECONDITION, IN MY VIEW, FOR OUR VERY SURVIVAL AS A UNION.

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# SOLIDARITY Forever...?

\*\*\*\*\* SOLIDARITY FOREVER...? \*\*\*\*\* BY CHRIS CREIGHTON-KELLY \*\*\*\*\*

SOLIDARITY FOREVER...?  
Tele-Theatre In The Age of Restraint

at The Vancouver East Cultural Centre  
1895 Venables at Victoria

from November 12 to 14  
and 16 to 21 at 8:00 pm

Regular tickets \$9.00

FOR MORE INFORMATION  
call Richard Pinet  
at 874-3185

Written and designed by Chris Creighton-Kelly  
Directed by Jane Heyman  
Technical direction by Laura Hackett

with  
Sue Astley  
Margo Kane  
David Petersen  
Suzanne Ristic

SOLIDARITY FOREVER...? is a theatrical production which uses live actors and video to tell the story of British Columbia's Solidarity Coalition. In the summer and fall of 1983 tens of thousands protested the "restraint" programme of Premier Bill Bennett. Who were these people? Why did they respond so strongly to the legislation? Did the Coalition gain anything in the end? This November is the fourth anniversary of the Kelowna accord and many questions are still being asked about this dramatic moment in B.C. history.

SOLIDARITY FOREVER...? looks at the lives of four people who fought against the "restraint" programme...the strain on their personal relationships, the tactics they argued about and finally the courage of their political convictions. The drama unfolds against a backdrop of the daily television coverage.

SOLIDARITY FOREVER...? is written by Chris Creighton-Kelly, one of Vancouver's foremost interdisciplinary artists whose work has been shown across Canada, the U.S.A. and in Europe. He first explored the issues of the Solidarity Coalition in a video installation "THE PRICE OF POKER: GAMBLING ON SOLIDARITY" at The Unit Pitt Gallery.





A QUOTE FROM "THE GRADUATE - Newsletter of the Graduate Student Society - October 1987"

"SEXUAL HARASSMENT REPORT"

The second draft of the report of the President's Ad Hoc Committee on Sexual Harassment has just been released. It contains very few changes from the first draft released last spring and many of the changes appear to have the effect of weakening, rather than strengthening, the policy. It is important that anyone who is concerned about the issue of sexual harassment take the opportunity to read the new report and to forward any concerns, comments or suggestions to the Office of the President. The deadline for receipt of such comments is November 30th."

The CUE office does have a copy of this report if anyone is interested in reading it.

There will also be a meeting on Thursday, November 12th at 12:30 p.m. in the Buchanan Penthouse to discuss this issue. This is being sponsored by the Status of Women Committee, Faculty Association.



Campus MAIL  
CUE

Re: Budget, 1987/88

As you know, the University has made a strong commitment to improving salaries in the current year.

**“It’s no disgrace  
to need money”**



**Admin/professional staff  
get improved salary scale**



Faculty paycheques get fatter this month

No longer working here!

~~Erin Burke  
Pharmaceutical Sciences  
Cunningham Building  
2146 East Mall~~