



Canadian  
University  
Employees

# ON CUE

CUPE LOCAL 2950

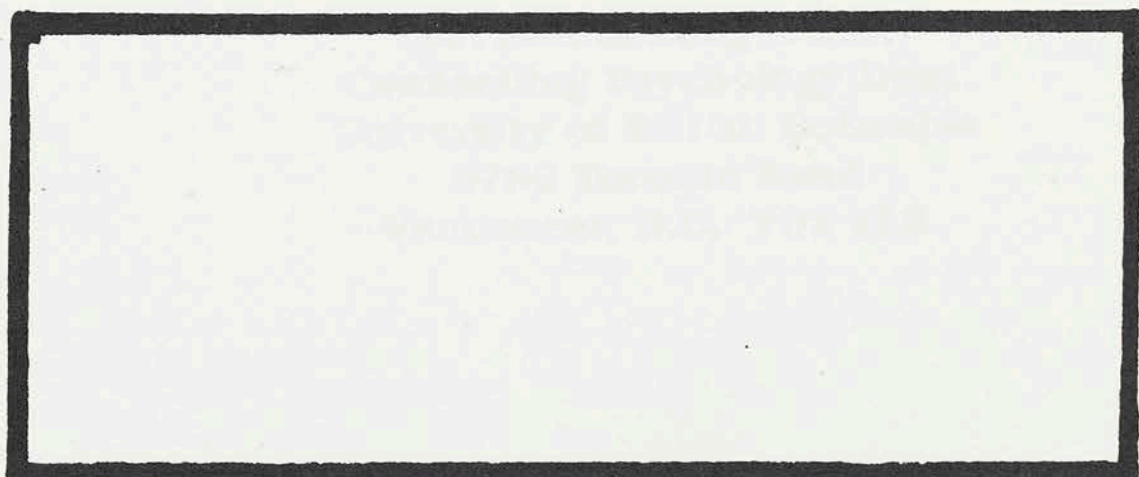
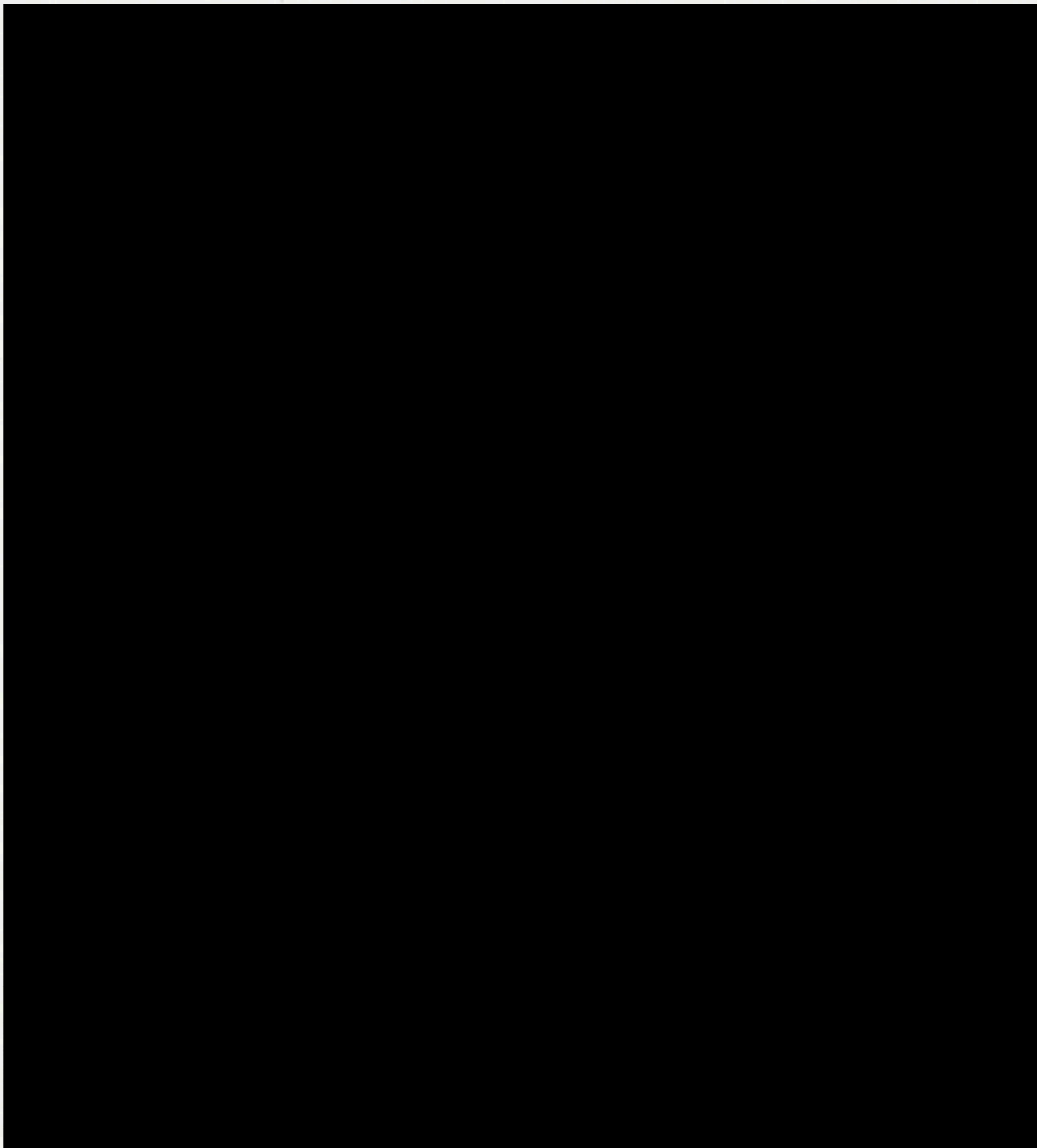
2166 Western Parkway, U.B.C., Vancouver, B.C. V6T 1V6

224-2308

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**SEPTEMBER 1991**

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C.U.E. REPRESENTATIVE LIST

EXECUTIVE COMMITTEE		
224-2308	<b>President</b>	<b>Greg Fisher</b>
224-8273	1st Vice-Pres.	Shirley Irvine
822-5478	2nd Vice-Pres.	Ann Hutchison
822-6333	Rec. Secretary	Jennifer Martin
822-3020	Health & Safety	Stephen Montgomery
224-8498	Chief Steward	Vic Wilson
822-2521	Secretary-Treas.	Polly Diether
	Education	
	Newsletter Cttee.	
822-2882/3	Sarg-at-Arms	Lynn Jenkinson
822-5925	Sarg-at-Arms	Sharon Krowchuk
TRUSTEES		
822-3596	Trustee	Denise Field
822-3580	Trustee	Eniko Wilkie
NEWSLETTER COMMITTEE		
822-4995	Richard Melanson	Catalogue Records
222-1047	Mary Mitchell	Triumf
GRIEVANCE COMMITTEE		
822-8273	<b>Shirley Irvine</b>	<b>Commerce</b>
822-2308	Greg Fisher	Union Office
222-5273	Rochelle delaGiroday	Cont. Education
822-5478	Avron Hoffman	Catalogue Records, LPC
822-5925	Sharon Krowchuk	BioChemistry
822-8498	Vic Wilson	Commerce

HEALTH & SAFETY COMMITTEE

822-6250	<b>Steve Montgomery</b>	<b>Financial Services</b>
822-3336	Pat Fornelli	Dean's Office, Science
822-2882/3	Stephanie Shepard	Woodward Library
822-8107	Rita Harder	LTO, Human Resources

CONTRACT COMMITTEE

822-5478	<b>Ann Hutchison</b>	<b>Catalogue Rec. LPC</b>
822-2882	Alannah Anderson	Woodward Library
224-2308	Greg Fisher	Union Office
822-8444	Rosanne Kinsey	Commerce
222-2900	Wanda McNamara	Development Office
822-3891	Shehnaz Motani	Animal Science

JOB EVALUATION COMMITTEE

822-2882	Allanah Anderson	Woodward Library
822-5122	Debbi Onbirkak	English Dept.
822-2944	Rosemarie Page	Faculty of Law

STAFF

224-2308	Greg Fisher	President
224-2308	Paul Tetrault	Business Agent
224-2308	Leslie Hodson	Admin. Secretary
224-2308	Maureen Mahoney	Clerk
291-1940	Joe Denofreo	CUPE National Rep.

FAX 224-6496

THIS TIME NDP

Change now! We are hearing this daily from every corner of this great province, but why? Sometimes when the history of a problem is very lengthy and examples of mistakes are numerous it's hard to remember in a moment the enormity of the situation. For the sake of brevity let's revisit only what has had direct impact on we members, as employees of UBC.

I'm certain we all recall the Bill Bennett Socred government of the early 80s - how did we all survive wage restraint with those years of 0-1.5% wage increases? Each one of us had to cut our standard of living to the bone even though we were **already** far behind the annual rates of inflation for the years '74-'80. That government, as well, began the systematic destruction of the Labour Code - a code that had been hailed across North America for its fairness.

Well, Bill Bennett retired but did things change for working people? Yes, but only for the worse. The people elected a Bill VanderZalm led Socred Government. By this time the Labour Code and Board was dead and buried and replaced by the newly created Industrial Relations Council. This Draconian Act was condemned by Labour provincewide but was, as well, roundly criticized by Business. During both these administrations the attitude towards the funding of higher education has been one of indifference. Capping or cutbacks (effectively) to funding have been the rule.

"If you think Education is expensive, try Ignorance.", is a battle cry that is almost self evidently true. In an ever changing progressing world, knowledge is the key. Funding for education must include funding for staff! Ask yourself whether your department or area has grown since you've been there. Are there more students? Yes! Are there more programs and courses being offered than ever before? Yes! Have increases in staff numbers kept pace? **No!** Not only are you expected to work harder and harder, but you are supposed to take a pay cut to do it!

Where are we now? Even though there's been a change of Premiers (Rita Johnston) nothing has really changed. We are still legally bound by the wage-restraint legislation and this Socred government has made it clear that there will be no changes to any of the existing labour relations legislation, and no increases to education funding.

What can we do? **Change the government!** Recently one of our local MLA's, Darlene Marzari, spoke at a membership meeting confirming what has been heard generally from the NDP.

She said that if elected, wage-restraint will be repealed, all existing labour relations legislation will be revamped to level the playing field once again and pay equity will finally be attained.

An NDP government will be able to influence those who receive government monies to deal fairly with staff at negotiations. None of us expect Rolls-Royces, just a fair wage for work performed.

As President of your Local and 2 time member of the Contract Committee it is my view that your trade union interests will be best realized by union and individual support of the New Democrats in this election.

**Vote for fairness! Change now! This time NDP!**

**GREG FISHER**

**President & Union Organizer**

CLERICAL/SECRETARIAL WORKERS

-EXPLORE YOUR STRESS COPING SKILLS-

Psychologists at the University of British Columbia would like volunteers to participate in a study on women, work and stress. Participants would be asked to complete one questionnaire a month for three months, at a time convenient for them. Each one takes about an hour to complete. The information from the questionnaires will be kept confidential and anonymous. At the completion of the study, you would be provided with a summary of the group results. This description may give you insight into the coping skills some women use to deal with stressful situations, and may increase your repertoire of effective coping methods and skills. If you would be willing to participate in this study, or if you have any questions, please call Letty Toews (research assistant) at [redacted] or contact:

**Dr. Bonita Long, Ph.D.**  
**Counselling Psychology Dept.**  
**University of British Columbia**  
**5780 Toronto Road**  
**Vancouver, B.C. V6T 1L2**

IN THIS ISSUE...

Agenda for Sept. 26th Meeting	20
Business Agent's Report	4
Contract Committee Report	10
Grievance Committee Report	10
Health & Safety Comm.Report	11
Letters	6-8,15
Membership Minutes July 25/91	19
President's Report	3
Representative List	2

WORKWEEK

brings working people to primetime TV.

*Every week, hosts Trish Wood and Norm Perry tackle work issues like youth unemployment, pay equity, and job stress.*

*Catch WorkWeek, Sundays at 4:30 and 10:30 p.m. on CBC Newsworld.*



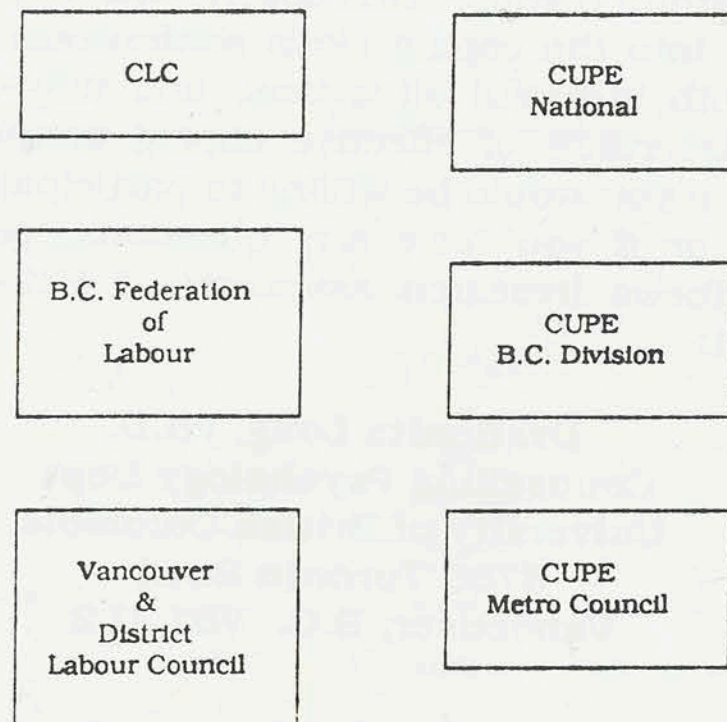


BUSINESS AGENT'S REPORT

The Executive Recommends CUPE 2950 Join the B.C. Federation of Labour

The Executive will be recommending that CUPE 2950 affiliate with the B.C. Federation of Labour and this recommendation will be acted upon at the next membership meeting. The Executive has asked me to give you some background on this matter. CUPE 2950 as a local of CUPE National is of course affiliated to CUPE National and pays monthly dues to CUPE National. As a Charter Local of CUPE we are also automatically members of Canadian Labour Congress (CLC). The CLC is the umbrella union for most unions in Canada and includes both Canadian unions and International unions who have branches in Canada. Unions such as the Canadian Auto Workers, Canadian Union of Postal Workers, the International Woodworkers of America, etc. are all affiliated through the CLC.

In B.C. these national organizations, the CLC and CUPE have their provincial counterparts. CLC counterpart is the B.C. Federation of Labour. The CUPE National counterpart is CUPE B.C. Division. B.C. Locals of CUPE are not automatically members of the B.C. Federation of Labour or the CUPE B.C. Division. Unlike the national situation, when CUPE locals are automatically affiliated to the national organizations, CUPE locals must decide to affiliate on the provincial level to the provincial body. It should be noted that the same thing applies to the municipal labour organizations which again reflect the national organizations. The Vancouver & District Labour Council (V&DLC) is the CLC body which groups together all or many local unions and the CUPE Metro Council is the CUPE body which regroups CUPE locals.



At the present time CUPE 2950 is affiliated to only one of the provincial/municipal Labour Groups and that is CUPE Metro Council. CUPE 2950 is presently not affiliated to the B.C. Federation of Labour or the CUPE B.C. Division.

What is the B.C. Federation of Labour

The B.C. Federation of Labour is the principle spokesperson for the labour movement in B.C. Most of the unions affiliated to the CLC at the national level are members of the B.C. Federation of Labour and the labour movement in general recognizes this body as its principle advocate. The President of the B.C. Federation of Labour is Ken Georgetti and the Secretary-Treasurer is Angela Shira, both these people are regular and publicly known spokespeople for the labour movement. The B.C. Federation of Labour has, besides the President and the Secretary-Treasurer, a small permanent staff who provide services to the labour movement in areas such as education, legal research, health & safety issues, womens rights, and other matters. Once every year at their annual general convention B.C. Delegates debate and discuss a whole series of resolutions dealing with all aspects of life in the trade union movement and in fact acts as the overall parliament for the labour movement. The B.C. Federation of Labour is also the general coordinator of support and encouragement for affiliates on strike, and it is the Federation of Labour that coordinates picketing activity between affiliates. Often B.C. Federation of Labour encouragement and support is an important factor in a union strike.

Given the importance of the B.C. Federation of Labour and given the nature of CUPE 2950 which lives and breathes in the University environment, which is a public institution, it is the Executive's recommendation that CUPE 2950 should join as an affiliate to the B.C. Federation of Labour. The cost of affiliating with the B.C. Federation of Labour is approximately \$900.00/month which can easily be accommodated in the 91/92 budget.

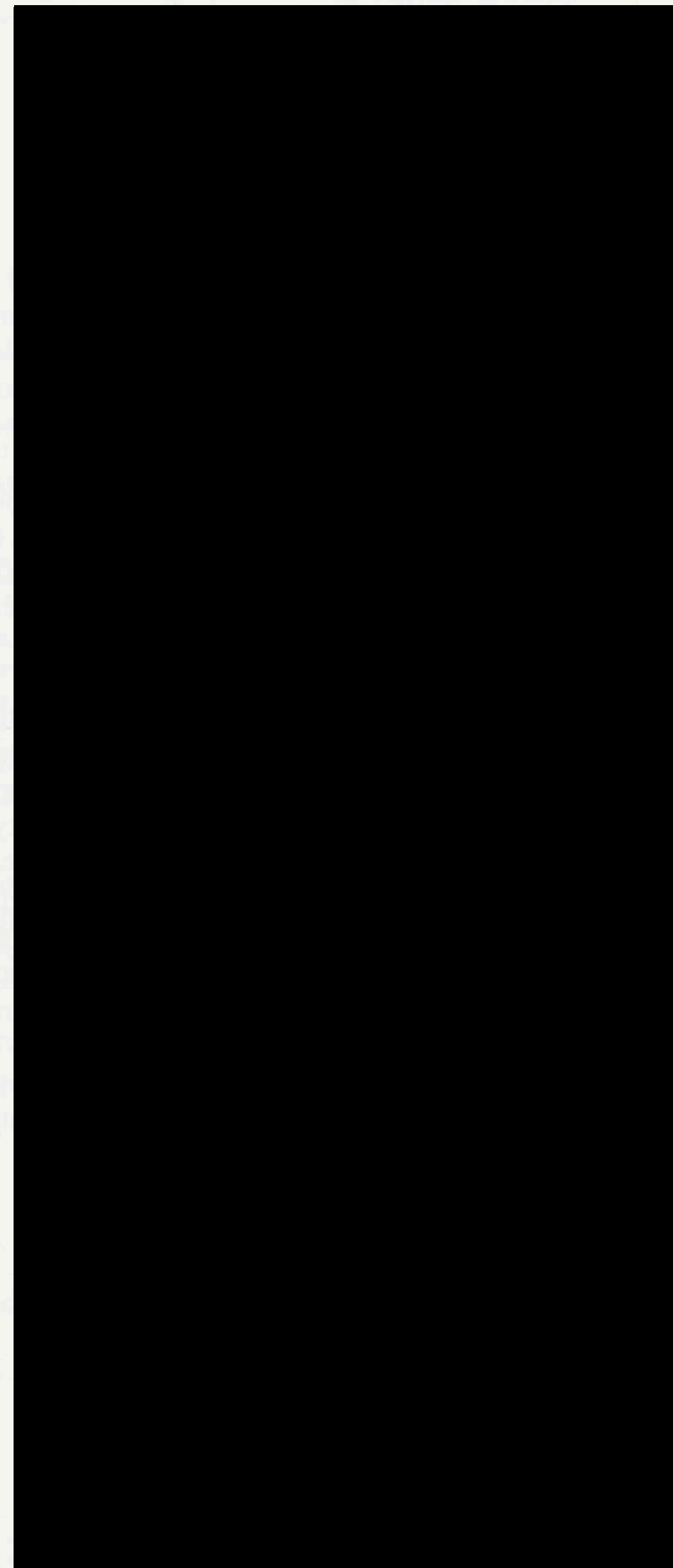
PAUL TETRAULT  
Business Agent

Unions have the right to be political

OPSEU News Update/CALM

Here's what the judges had to say

CALM





**UNITED WAY CAMPAIGN - FACULTY/STAFF CAMPAIGN  
(UBC WORLD OF OPPORTUNITY)**

*You all received the letter below. The Union and its members have supported the United Way campaign in the past but the Union does **not** support the individual solicitation of members for the University's fund raising campaign. See the following 2 pages for the Union's letters to Dean Webber and Dennis Pavlich.*

August 15, 1991

Dear Colleague:

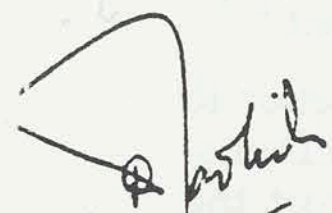
This fall, the University will launch its Faculty and Staff Campaign to give you an opportunity to make a contribution to the future of UBC. This campaign will be conducted parallel to our annual United Way campus campaign, enabling UBC employees to once again support the outstanding services provided by the United Way agencies throughout the Lower Mainland. The organizers of the two campaigns are working closely together to avoid any overlap.

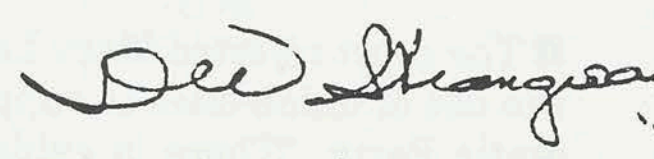
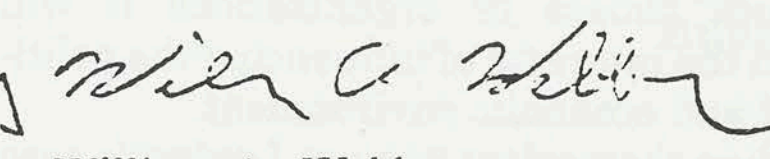
Contributions to the United Way Campaign strengthen and maintain a wide range of social services in the Lower Mainland. The 1990 campus drive saw a 27 percent increase in employee donations, making UBC the largest contributor in the non-profit sector and the third largest in any sector in the Lower Mainland. This year, the organizing committee has set a target of \$280,000 - up from \$240,000 last year.

Through our efforts, UBC makes a major contribution to British Columbia and Canada's economic, social and cultural development, especially in critical areas such as health, the environment, ethics, business, science, engineering and the arts. Through the Faculty and Staff Campaign, you are invited to donate to the remaining projects in the University's World of Opportunity Campaign for buildings, endowments, scholarships, chairs and multidisciplinary centres. In addition, the UBC campaign is designed so that you can, within your faculty or department, create and contribute to projects which you identify as being important. With your participation, we all contribute to strengthening our research capabilities and creating an exciting learning environment which will continue to draw outstanding students and faculty to our campus.

We urge you to show your commitment to the campus community, and the community in which you live, by supporting the UBC Faculty and Staff Campaign and the United Way Campaign.

Sincerely,

  
Dennis Pavlich  
Chair, UBC  
Faculty/Staff  
Campaign

   
David W. Strangway  
President  
William A. Webber  
Chair, United Way  
Campus Campaign



Canadian  
University  
Employees

2166 Western Parkway, U.B.C., Vancouver, B.C. V6T 1V6

CUPE LOCAL 2950

224-2308

September 6, 1991

BY FAX

Dennis Pavlich  
Chair, UBC Faculty & Staff Campaign  
Faculty of Law  
University of British Columbia

Dear Mr. Pavlich,

Re: Letter of Aug. 15, 1991 from Faculty Staff Campaign & United Way Campaign

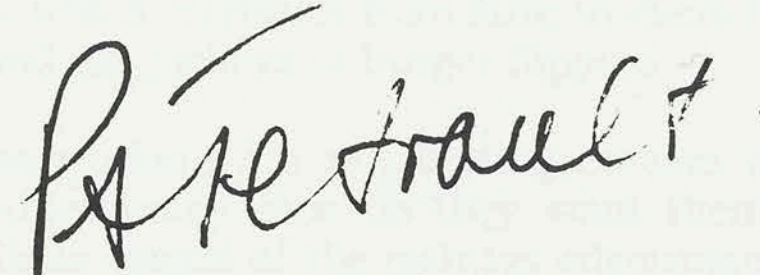
Further to our discussion of Sept. 6, 1991, this is to confirm the Union's concerns about the links between the Faculty Staff Campaign and the United Way Campaign.

As you may know, CUPE 2950 has always supported the United Way Campaign and continues to do so. However, as I have indicated to you, the Union is opposed to any individual solicitation of Union members for the UBC Faculty Staff Campaign. It is our view that CUPE 2950 members, as well as any other union members on campus, have been significant, indirect contributors to the World of Opportunity Campaign over the past 9-10 years through reduced salaries, etc. We are also concerned that the individual solicitation of CUPE 2950 members will create the perception that individual members are being asked to return part of their wages to the University and that their future and present employment may be judged on the basis of their interest and generosity in this regard.

We understand that CUPE ~~116~~ members will not be solicited individually by the UBC Faculty Staff Campaign and we would appreciate the same consideration for our members. We would ask that the proper administrative steps be taken immediately to bring this about. We understand further that CUPE 116 has agreed to contribute as a Union to this campaign by setting up an endowment scholarship fund for their members. CUPE 2950 is also considering this option but does not have a position on this at present.

Thank you for your attention to this matter.

Yours truly,



PAUL TETRAULT  
Business Agent





Canadian  
University  
Employees

CUPE LOCAL 2950

2166 Western Parkway, U.B.C., Vancouver, B.C. V6T 1V6

224-2308

September 6, 1991

BY FAX

Dean Webber  
Chair, United Way Campaign  
President's Office  
University of British Columbia  
Campus Mail

Dear Dean Webber

Re: Letter of Aug. 15 1991 signed by D. Pavlich, D. Strangway and W. Webber

Further to our discussion of Sept. 6, 1991, this is to indicate to you the concern of the CUPE 2950 Executive regarding the above mentioned letter.

As you are aware CUPE 2950 has historically supported and continues to support the United Way Campaign and does so both by encouraging its' members to contribute to the campaign and by participating on the organizing committee. However, CUPE 2950 opposes the individual solicitation of its' members for the University Faculty Staff World of Opportunity Campaign. In fact, it is our view that CUPE 2950 members have contributed greatly to the University World of Opportunity Campaign over the past years by the reduced salaries which are paid to our members by the University, moreover individual solicitation of our members could lead to labour relation difficulties.

Furthermore, CUPE 2950 is thus, opposed to any link that is made between the United Way Campaign and the Faculty & Staff Campaign. In your letter of Aug. 15, 1991, you state "we urge you to show your commitment, to the campus community and the community in which you live, by supporting the UBC Faculty & Staff Campaign and the United Way Campaign". The linking of the two campaigns in this way is, from our point of view, unfortunate and even, in fact, unacceptable. We would hope that this Union's traditional support of the United Way Campaign will not be compromised by this link and we request your assurances that the campaigns are not linked.

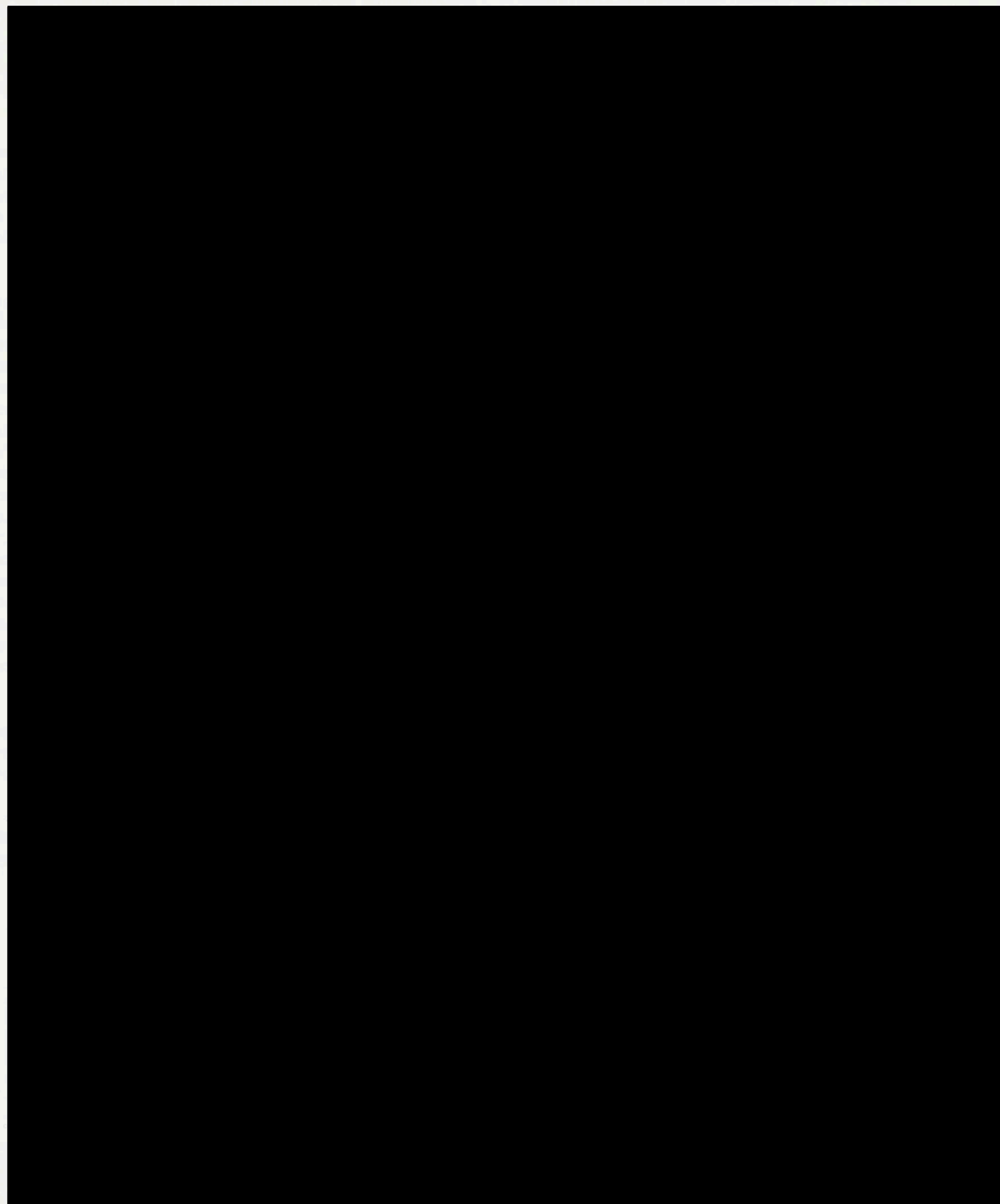
Thank you for your attention to this matter.

Yours truly,

PAUL TETRAULT  
Business Agent

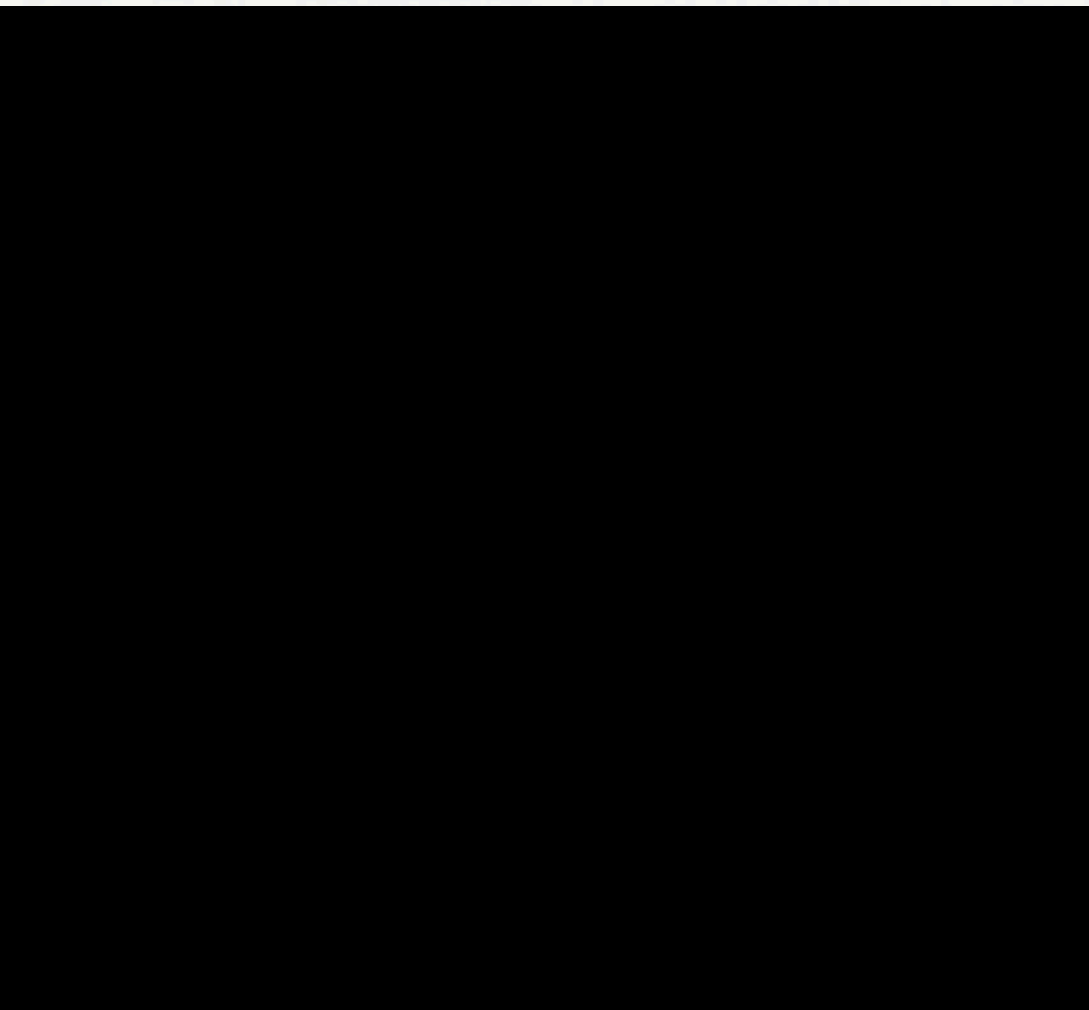
cc. Frank Eastam  
Assoc. Vice President,  
Human Resources

## Junk-food economy unhealthy for youth





## Junk-food economy unhealthy for youth (Page Two)



*Written by A. Paul Gill (Organizer with the Canadian Farmworkers Union taken from the Globe and Mail)*

### GRIEVANCE COMMITTEE REPORT

Although many of the Grievance Committee members were away during the summer, the committee managed to achieve quorum and carry on its functions. The Grievance Committee welcomed a new member, Sharon Krowchuk, who has experience as a Shop Steward. During the summer, Sharon has been working with Paul Tetrault on the IRC application involving over 150 disputed positions that are currently outside the bargaining unit.

The arbitration hearing with respect to the issue of tuition fee benefits (our members are denied access to certain courses) is set for October 28 to 31, 1991. We expect to have a decision in the near future from the arbitrator who heard the job switch/reassignment grievance now that he has recovered from surgery that he underwent after the arbitration/mediation hearing. We have set the arbitration on flextime in Biochemistry for February of the coming year.

With summer coming to an end, the Grievance Committee expects to increase its activities as committee members and our membership return to work following summer vacation.

**SHIRLEY IRVINE**  
Chair, Grievance Committee

### CONTRACT COMMITTEE REPORT

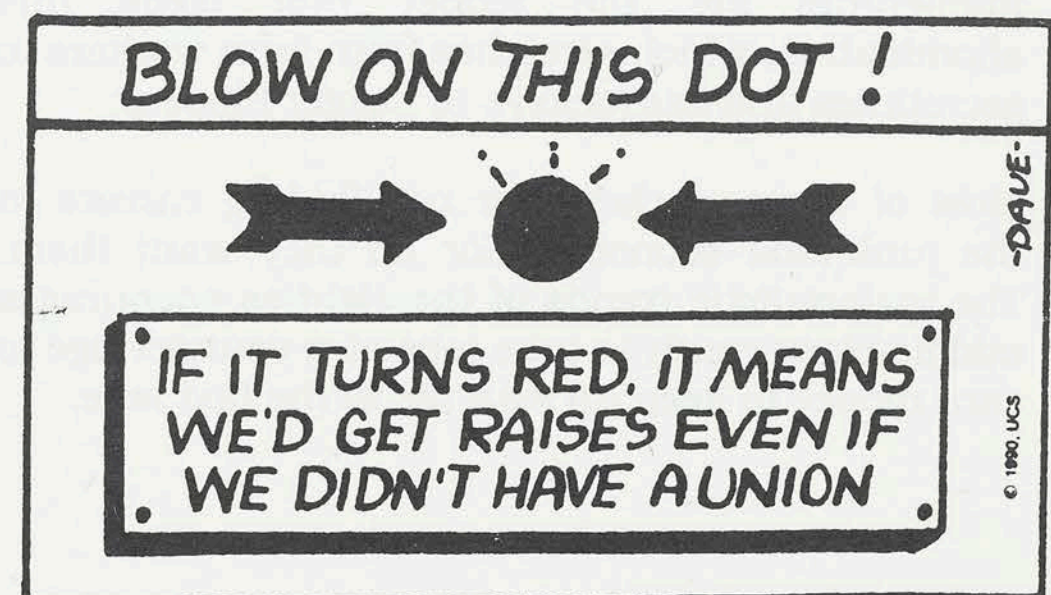
Although negotiations have not resumed, we've agreed to the University's request that a sub-committee with representatives from both sides begin discussions on revisions to selected Job Descriptions (ie. Job Standards) and on certain proposed new Job Descriptions.

You may remember that this proposal originated with the University. Shortly before negotiations broke down both sides agreed to the establishment of a sub-committee for this purpose; we gave it a time limit and we agreed that its decisions would be subject to ratification by both parties.

Why did we agree to this? Article 31 allows the University to propose new or revised Job Descriptions at any time but we can only do so in negotiations. You will remember that we had no such proposal because we envisioned that implementation of the CUPE Job Evaluation Plan would eventually result in comprehensive analysis of all our jobs. And you will recall the University's rejection of the CUPE Job Evaluation Plan, their preference for "policy capturing", and our assertion that we'll not cooperate with any attempts to impose a plan on us. Our CUPE Job Evaluation proposal is still on the table but given the University's position we felt, getting back to the question, that this could allow us to rectify the most glaring omissions. For instance, out of a grievance we have discovered the need for a Typesetter III Job Description, and the entire Computer "stream" is inadequate.

We have not yet been given the specifics of their proposal but you can be sure we will not be drawn into a wholesale revamping of the existing system in the absence of a plan we can endorse.

**ANN HUTCHISON**  
Chair, Contract Committee



### HEALTH & SAFETY COMMITTEE REPORT

The Health & Safety Committee will be holding a workshop on November 2, 1991 (Saturday) on the subject of Repetitive Strain Injury (RSI). A follow-up will be held in the Union office on November 13, 1991, 3:00 - 5:00 p.m. All wages will be paid for by the Union for those who need time off from work to attend this follow up session on RSI. A booking off notice will be forwarded to your supervisor.

For those who want to register or who want further information on RSI, contact Stephen Montgomery at 822-3020.

There has recently been a problem in the General Services Administration Building with smoking. Smoke odors were present in the women's washroom on the third floor of the GSAB. Please note that smoking will not be tolerated anywhere in buildings unless proper ventilation providing clean air is available to all workers.

Health & Safety Week will soon be upon us again. From Oct. 21 - 25 various events will take place on campus. The main day will be Oct. 24 when a day of displays on safety equipment, brochures, etc., will be available for all to view in the IRC Building. This will be located just in front of the University Hospital and next to the Dentistry Building.

All departments on campus will be receiving at least two notices for health and safety week. One notice will arrive near Sept. 13 and the second notice should arrive in all offices of all departments no later than Oct. 7. If no notices have been seen in your office by Oct. 7, please call Occupational Health at 822-2029 for a copy of events from Oct. 21-25.

For anyone in the J.C. Hennings Building (Dept. of Physics) who lost work time because of the closure of the building, please ensure that you have been paid for those days. The University is responsible to be in agreement with Article 13.01 of the Collective Agreement.

#### Article 13.01 -- Official University Closure

Should the University, or an area of the University, be officially closed temporarily due to environmental conditions, utility disruptions, road conditions, or other reasons beyond the control of the employees covered by this Agreement, **employees shall receive their regular salary during the closure.** (These closures shall not be considered a Special Holiday as in Article 26). In the case of an area of the University being closed,

and where alternate work is available in another area or department of the University, it is understood and agreed that the employee shall be informed if she/he is to be temporarily reassigned to that area or department (subject to Article 22.09 - Transfer Outside the Bargaining Unit).

**STEPHEN MONTGOMERY**  
Chair, Health & Safety Committee

### MAIN LIBRARY INVESTIGATION UPDATE

WCB official Jim Hughes has been invited to attend the Main Library D/A/B/S Committee meeting on September 24, 1991. The work orders from the WCB have been posted and circulated throughout the Main Library, and a compliance plan has been filed by the University. However, some areas still represent safety concerns, such as the ventilation requirements of proposed new xeroxing area, and the emergency lighting in the bookstacks. Departments are being ordered to comply with the WCB orders without adequate direction or funding from the Librarian's Office. If you are still experiencing problems in your area, contact the Union Health & Safety Committee. We want to hear about your concerns and help you deal with them effectively and quickly.

**STEPHANIE SHEPARD**  
Health & Safety Committee

### SHASTRI UPDATE...

As you may recall from the last newsletter, there have been concerns from many members in the Library, regarding health & safety problems linked to the processing of Shastri Books. As was stated this has been an ongoing problem for many years. The University and the Union have met recently to discuss this problem. The University has agreed to the Union proposal that an outside expert, Dr. Jeffery Berry, be retained to test the Shastri materials to see what could be causing the basic skin and other irritations that CUPE 2950 members are experiencing. Dr. Berry has submitted a proposal on Aug. 28 to the University for the testing of unknown contaminants which may be present in these books and the University has accepted his proposal. We will keep you up to date on this matter.



## WANTED ATTENDEES

### WORKPLACE ERGONOMICS WORKSHOP

#### *Emphasis on Prevention of Repetitive Strain Injuries*

DATE: Saturday, November 2, 1991

TIME: 9:30 - 3:00 p.m. (tentative)  
(Lunch will be provided.)

PLACE: to be announced

FOLLOW-UP SESSION: Wednesday, November 13, 1991  
3:00 - 5:00 p.m.  
(Attendees will be booked off with pay)

Presented by: Sharon Saunders  
Ergonomics Advisor  
Communications Workers of America

This workshop will look at proper work station ergonomics (lighting, body position, desk, chair, VDT, etc.) and address the problem of repetitive strain injuries in the office workplace (Carpal Tunnel Syndrome, Tendonitis, etc.).

Call Stephen Montgomery, Accounts Payable, 822-3020, or leave a message in the Union Office, 224-2308, if you are interested in attending or in receiving further information about this workshop.

Act now! Enrolment is limited.



### Sound familiar? A Health and Safety Parable

A member recently reported that she was experiencing discomfort on the job because of the poor air quality in her basement office. Odours from the mechanical room located across the hallway, and inadequate local ventilation were causing headaches and illness. Recent construction in the area had necessitated the temporary relocation of the office, and she wanted the air quality investigated before she was returned to her windowless basement room.

The member notified her supervisor that a problem existed. She stated in clear language what she wanted: she wanted the air in her office tested for oxygen levels, mildew, and possible contaminants, and the ventilation improved before she was returned to that workspace. Her supervisor called a meeting to discuss the problem with her, and invited her to meet a person from the Department of Occupational Health and Safety. The member phoned a Health and Safety steward and asked the steward to be present at the meeting. The member and the steward met beforehand to discuss the problem and agreed on what the member would consider to be a satisfactory resolution.

The member and the steward let the supervisor state her understanding of the problem. Then the member and the steward responded with their position. The supervisor agreed to have a person from the Department of Occupational Health and Safety conduct an onsite inspection. The steward asked to accompany the person on the inspection tour. The steward and the member ensured that the supervisor agreed to carry out certain tasks, e.g., informing the member and the steward when the inspection would take place, and requesting Mechanical Maintenance to investigate the burning odour in the mechanical room. The member agreed to keep the steward informed as to the progress of the investigation. The steward promised to followup on the supervisor's promises.

Moral: clear and simple steps help an investigation to reach a satisfactory conclusion. Remember, your Health and Safety steward is here to help you!

#### Summer Reading...

Some of the popular books circulating in the library this past summer, according to knowledgeable sources, were:

- \* *Austerity Management in Academic Libraries*
- \* *The Poetics of Military Cooperation*
- \* *Fund Raising in a Time of Greed*
- \* *Colonial Competition and its Impact on the Development of Information*
- \* *An Allegory of Canadian Retrenchment*





### It's not really very funny.

A quality postal service can't be run out of a hot dog cart or a drug store.

If the post office becomes a private business, profit will be the important thing, not reliability of service.

Experienced staff and decent services will only be available if we fight for a public postal service for all Canadians.

The people of Canada own the post office. Profits can and should go back into improving service.

# Service before profit Stand up for a public postal service

Produced by the Canadian Union of Postal Workers



CANADIAN UNION OF POSTAL WORKERS  
SYNDICAT DES POSTIERS DU CANADA

Dear Brothers and Sisters:

This is an important year for the future of the Canadian Postal Service. We are the Canadian Union of Postal Workers and we need your help in order to maintain and expand service.

As you may be aware, negotiations for a new Collective Agreement between our Union and the Canada Post Corporation have dragged on these past few years. Increasingly it appears as if we are going to have to strike in order to get the Corporation to bargain with us in good faith.

Our main goal in this round of negotiations is to achieve job security for all our members, to maintain adequate staffing levels and to put an end to the contracting out of our work.

Adequate staffing is important to you, the customer. Long line-ups and mail delays are directly attributable to management's policy of inadequate staffing. Between 1984 and 1985 more than 3,000 full-time positions were lost across Canada and that number has only increased these past two years.

As postal workers, we want to provide a service that is accessible and affordable - a service that is efficient and provides good quality to every Canadian. We want to offer improved and expanded hours, services and products, extend door-to-door service, maintain a presence in rural communities and preserve decent jobs for all Canadians.

Unemployment hurts us all. It has a devastating personal, social and economic impact. The unemployed need more than food banks and UIC payments. The need jobs!

To that end, job security is a centerpiece in this round of bargaining. The security of our families depends on a secure job.

In order to have better postal service, our Union is asking you to support us.

We will keep you informed as the situation progresses and thank you again for your support.

In Solidarity,

*Brian Charlton*

Brian Charlton  
President  
Vancouver Local

NO POWER GREATER - VOTRE FORCE



## Four myths about govt. employees

PSAC Alliance/CALM

## Workers not overpaid

CALM

—Globe & Mail, Report on Business Magazine

# Labour and Team Concepts

Maritime Labour Centre, 1880 Triumph St., Vancouver

Conference Convenor: John Price

If the 1980s were the decade of quality circles, the 1990s are lining up to be the decade of Team Concepts. In a renewed attempt to change workplace culture and organization, employers are increasingly resorting to Team Concepts — employee involvement plans, total quality control, autonomous work groups. The names may change but the message remains essentially the same: Management and labour should join together to beat the competition. This conference aims to air the issues and to provide unions with the most current information on how to respond to such plans.

## Union Study Session, Saturday, 9:00 am - 5:00 pm, October 19

**8:00 AM:** Registration Opens

**9:00 AM:** Introductory remarks, **Betty Merrill**, Co-ordinator, Labour Studies Program, Capilano College (Chairperson). Official welcome, **John Fitzpatrick**, Sec.-Treas., Vancouver & District Labour Council.

**9:10 AM: Plenary I: "Team Concepts, Challenge & Response"**

Chair: **John Price**, LSP Capilano College

In this plenary, union representatives and experts will analyze the new trends and explain the latest union policies. This will be followed by a thirty-minute question and discussion period. Panelists include:

**Carmela Allevato**: Secretary-Business Manager, Hospital Employees Union, **Ron Pellerin**: National Staff Representative, Canadian Autoworkers Union, **Fred Pomeroy**: President, Communications Workers of Canada and **Jane Slaughter**: Author of *Choosing Sides: Unions and Team Concept*.

**10:40 AM:** Break

**11:00 AM:** Question and Discussion Period

**11:30 AM: Plenary Feature: "Workers' Control and Production — the Toshiba-Ampex Experience"**

**Ken Tsuzuku**, General Secretary, Toshiba-Ampex Chapter, All Japan Shipbuilding and Machine Workers Union will talk about the eight year occupation of a Toshiba plant his union carried out in protest of its closure. Union members took control of production and developed on the the most sensitive radiation detectors in the world. Developed in conjunction with anti-nuclear groups, Japan's nuclear power plants are now ringed with 400 such detectors. A powerful story of the potential of workplace democratization.

**12:15 PM:** Lunch

**1:15 PM: Plenary II: "Team Concepts, the Worksite Experience"**

Chair: **Christine Micklewright**, Vice-president, CAW Local 1990.

Union activists from the shop floor will give first-hand accounts about how team concept is coming down in their workplace and how they are coping. Union activists will discuss programs such as St. Paul's Hospital's 'Healthy Hospital Project', B.C. Tel's 'Operation 95', and B.C. Hydro's 'Building Team 2000'.

**2:15 PM:** Questions and Discussion

**2:45 PM:** Break

**3:00 PM: Workshops: "The Worksite Experience"**

Note: Each person can choose to participate in one of the following four workshops which will run concurrently.

### Workshop A: Public Sector

Moderator: **Blair Redlin**, Research Representative, CUPE National

This workshop will focus on how team concepts are used in the public sector. Activists from the HEU, CUPE and the OTEU will discuss how they have coped at their worksites. Participants will be encouraged to speak out about their experiences for a meaningful exchange of views.

### Workshop B: Private Sector

Moderator: **Sid Shniad**, Research Director, TWU

The focus in this workshop will be on how team concepts are being introduced in the private sector. Union activists from ECWU, CAIMAW, and the TWU will give short presentations about their workplaces and then participants will be encouraged to discuss how to deal with such issues as multi-skilling, job rotation, job descriptions or other facets of team concept programs.

### Workshop C: Democratizing the Workplace

Ken Tsuzuku will elaborate on how the Toshiba occupation led to a democratization of the workplace. He will be joined by CAW unionists from the Suzuki-G.M. auto plant. Participants can speak out on what democratization of the workplace should really mean and how to achieve it.

### Workshop D: Pitfalls of Peer Pressure

Management attempts to utilize peer pressure to bring in its program for the workplace. Hear a report on the case from Rogers Cable where a worker committed suicide during team performance assessments. A roundtable discussion on how to overcome the dangers of peer pressure.

**4:15 PM: Closing Plenary: "Future Directions"**

Chair: **Bill Saunders**, VDLC Education Committee Chair

In this final session, participants can summarize the lessons of the conference. The focus for the discussion and debate will be a discussion paper, "Unions and Team Concepts: Future Directions" included as part of the resource materials package.

The Great Debate  
Friday Evening  
October 18, 7:00 pm

(Note: Open to the public as well as conference registrants. Conference participants may register beginning 6 pm.)

**James Matkin**, president of the Business Council of B.C., will square off against **Norman MacLellan**, vice-president (Region IV) Canadian Paperworkers Union, in a debate about Team Concepts. Hear these prominent representatives of the employer and labour communities debate the pros and cons of the reorganization of the workplace. Do employers really mean what they say about changing hierarchical management? How should workers and their unions respond to such appeals? This is your opportunity to hear the ins and outs of this fascinating issue and join in a special evening of discussion and debate.

**6:00 PM:** Registration Opens

**7:15 PM:** Welcome and Introduction

**7:30 PM:** Debate

**8:30 PM:** Questions and Discussion Period



## COURSES, COURSES, COURSES...

**CLC Weekend Seminar** -- Oct. 5-6 & Nov. 16-17, 1991

Oct. 5th & 6th Courses

Steward Training I & II  
Facing Management  
Assertiveness Training  
Stress in the Workplace  
Leadership Training  
Intro. to Arbitration  
Intro. to Collective Bargaining  
Labour Law Provincial  
Collective Bargaining & Pay Equity  
Labour Economics  
Human Rights

Nov. 16th & 17th Courses

Steward Training I & II  
Facing Management  
Assertiveness Training  
Stress in the Workplace  
Leadership Training  
Labour History  
Organizing for Social Change  
Labour Law Federal  
Parliamentary Procedure  
How to do Newsletters  
Intro. to Occupational H & S  
Sexual Harassment in the Workplace

**Ergonomics** - November 2nd with a follow-up on November 13th. Please call Stephen Montgomery 822-3020 for more information.

*For those who are interested, CUPE 2950 will consider all applicants for any of the courses listed above. There will be a \$15 per diem for travel/lunch, etc., and if the course is on a work day, the member can be booked of the job to attend. We encourage you to apply.*

## HELP!!

The Newsletter Committee is desperately seeking volunteers for either pasting together the newsletter, contributing ideas for articles, or labeling. Please call Leslie at the Union office.

## MEETINGS

*General Membership Meeting* - Thurs. Sept 26th, 12:30 - 2:30 p.m., Question of Affiliation with B.C. Federation of Labour, Executive Recommendation of Greg's Probationary Period.

*Executive Committee Meetings* - Oct. 3rd & 22nd, 2:30 p.m.

*Grievance Committee Meetings* - Sept. 25th, Oct. 9th & 23rd, 1:30 p.m.

*Health & Safety Committee Meetings* - Oct. 16th & 30th.

## EMPLOYMENT EQUITY COMMITTEE

The Executive would like to thank Alannah Anderson for her involvement on the President's Employment Equity Committee. We would now like to welcome Vic Wilson who will be representing the Union on the President's Employment Equity Committee, as unfortunately, Alannah will be unable to continue.

## NEW MEMBERS

This issue we would like to welcome the following new members to our local:

**Yasmin CHANDRA** at Campus Planning, **Donna ROTA** at Anatomy, **Janice SANFORD** at Cardiology (VGH), **Debby DUMAINE & Caroline MA** at Commerce, **Jane DUKE** at Commun. & Regional Planning, **Susan PEGRAM** at Computer Science, **Lana CHAN** at Cont. Ed. (ELI), **Krista COOPER** at Cont. Ed. in Health Science, **Shirley SATO** at Forestry, **Kevin GILLARD** at Geography, **Betty Carliou** at Faculty of Law, **Esther SHEW** at Accounting (LPC), **Catherine MALLOW** at HSSD (Main Library), **Terri WILMON** at Science Division (Main Library), **Sharlane FRASER & Maureen PIPER** at Medical Genetics (Shaughnessy), **Shawna LUMER & Helena SEDA** at Medicine, **Helga DIERSEN & Donna SMITH** at Paediatrics (BC Children's Hospital), **Roseanne SOVKA** at Political Science, **LeeAnn WARD** Faculty of Science, **Patricia MOSCRIP** at Student Health Services and in the Limited Time Only Pool - **Brenda DELANEY, Anita GALVIN, Valerie GRIMES, Connie LAZAROWICH, Gina WONG & Elizabeth YOUNG.**

## GENERAL MEMBERSHIP MEETING

25th July, 1991

### MINUTES

The meeting was called to order at 12:45 p.m.

#### 1. ROLL CALL OF OFFICERS

<b>Greg Fisher</b>	<b>President</b>
<b>Jan Taggart</b>	<b>Chair, Commun. Committee</b>
<b>Stephen Montgomery</b>	<b>Chair, H &amp; S Committee</b>
<b>Jennifer Martin</b>	<b>Recording Secretary</b>
<b>Sharon Krowchuk</b>	<b>Sergeant-at-Arms</b>
<b>Liam McConachy</b>	<b>Chair, Commun. Ctee.</b>

#### 2. ADOPTION OF AGENDA

**MOVED:** Moen/**SECONDED:** Krowchuk  
That the agenda be adopted as amended.  
**CARRIED**

#### 3. ADOPTION OF MINUTES of June 20, 1991.

**MOVED:** Love/**SECONDED:** Longmire  
That the minutes of June 20, 1991 be adopted.  
**CARRIED**

#### 4. BUSINESS ARISING

None

#### 5. NOMINATIONS Remain Open For:

Trustee (3 year term ending Dec. 31, 1993)

#### 6. PRESIDENT'S REPORT

##### 1. Scholarship Fund

Greg contacted George McLaughlin from CUPE 116 regarding the Provincial Governments World of Opportunity Scholarship fund. The donation is matched dollar for every dollar raised by CUPE 116. This scholarship would be for any recognized post secondary program of study.

**MOVED:** Garguilo/**SECONDED:** Taggart  
That the Executive investigate the options and a possible recommendation regarding a CUPE 2950 Scholarship fund.  
**CARRIED**

#### 7. BUSINESS AGENT'S REPORT

None

#### 8. COMMITTEE REPORTS

##### Contract Committee

Joe Denofreo, CUPE Regional Representative reported that the University said there was no more money than 4% over 1 year. An NDP gov't will repeal Bill 82 -- wage controls. We will wait until the election is decided or until the University comes up with more money. Stephen Hammond has resigned as of Aug. 9/91.

##### Communication Committee

Jan Taggart is resigning

**MOVED:** Taggart/**SECONDED:** Longmire

That Liam McConachy be ratified as Chair of the Communication Committee.  
**CARRIED**

##### Health & Safety

Information available re: vital signs  
Problems regarding asbestos. WCB inspected the Main Library and came up with more.  
Liam reported on Shastri - the University has accepted the investigator we proposed.

**MOVED:** McConachy  
That the meeting be adjourned.  
**CARRIED**

The meeting was adjourned at 1:30 p.m.

Believe it or not  
(true work stories)

CALM



# **GENERAL MEMBERSHIP MEETING**

**26th SEPT. 1991 @ I.R.C. ROOM 1**

**12:30 - 2:30 P.M.**

## **A G E N D A**

- 1. ROLL CALL OF OFFICERS**
- 2. ADOPTION OF AGENDA**
- 3. ADOPTION OF MINUTES OF July 25th, 1991**
- 4. BUSINESS ARISING FROM THE MINUTES**
  - i. Nominations Remain Open For:  
Trustee (3 year term ending Dec. 31, 1993)  
Chair, Newsletter Committee  
Chair, Education Committee
- 5. UNFINISHED BUSINESS**
- 6. PRESIDENT'S REPORT**
- 7. OFFICE STAFF REPORTS**
  - i. Business Agent
  - ii. Union Organizer
- 8. TREASURER'S REPORT**
- 9. COMMITTEE REPORTS**
  - i. Chief Shop Steward
  - ii. Contract
  - iii. Education
  - iv. Grievance
  - v. Health & Safety
  - vi. Newsletter
- 10. NEW BUSINESS**
  - i. Union Organizer's Probation
  - ii. B.C. Federation of Labour Affiliation
  - iii. Political Donation