

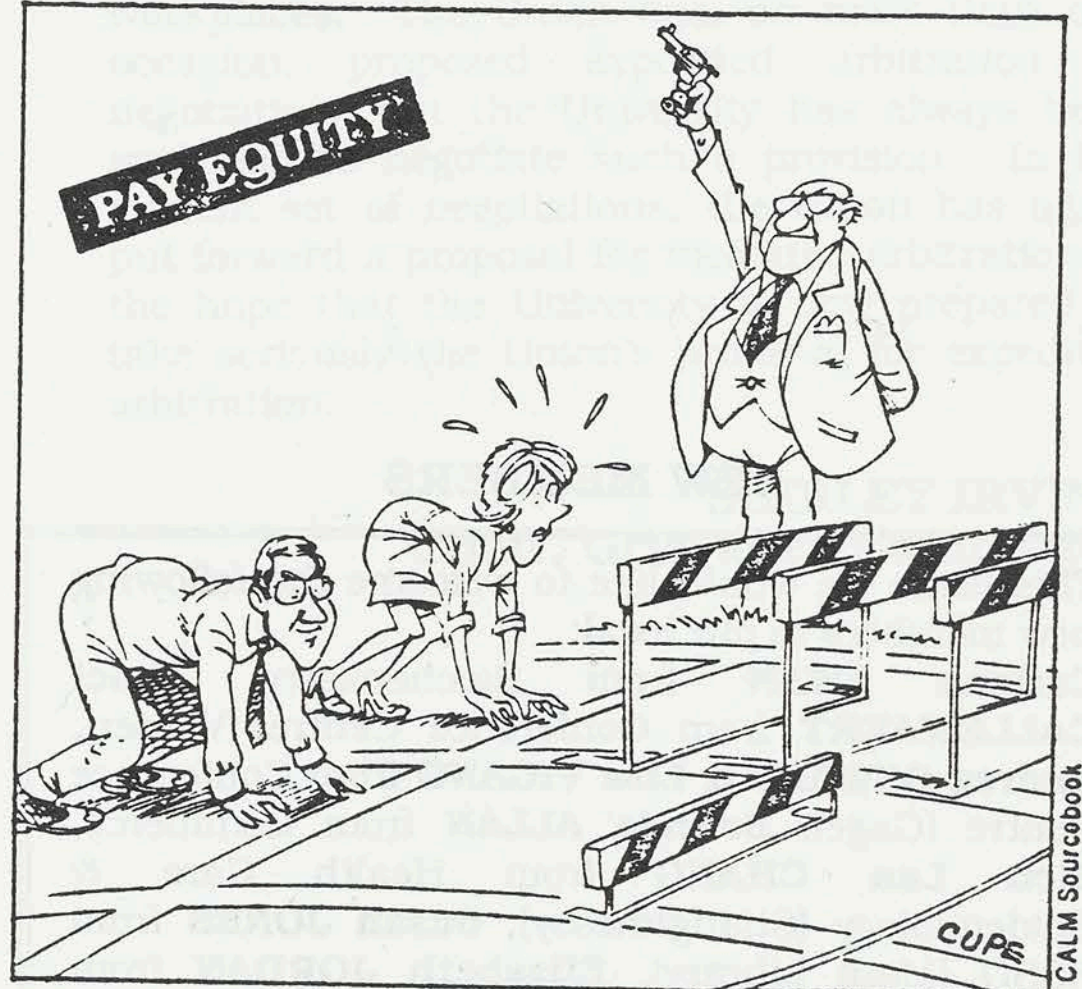


ON CUE

MAY, 1991

IN THIS ISSUE...

Cue Representative List	2
New Members	2
President's Report	3
Grievance Committee Report	3
Hospital Strike Info. Handout	4
H & S Report (Main Library)	5-6
Business Agent's Report	7
WCB Report (Main Library)	8-9
House Rules in 1879	10
"The Silent War" Documentary	10
Health & Safety Report	11-12
Emergency Preparedness Quiz	13
Answers to Quiz	14
Contract Committee Report	15
Letter Re: Nurses Strike	16
CUPE Comments on Budgets	17-18
Membership Minutes Apr. 25/91	19
Agenda for May 23rd Meeting	20



*Pls remove from
your mail list.
Left the University
over 2 yrs.
ago.*

Donna Boyd
Educ Psyc & Special Education
Scarfe Annex

C.U.E. REPRESENTATIVE LIST

EXECUTIVE COMMITTEE

224-2308	President	Greg Fisher
822-8273	1st Vice-Pres.	Shirley Irvine
822-5478	2nd Vice-Pres.	Ann Hutchison
	Rec. Secretary	
822-6250	Health & Safety	Stephen Montgomery
822-8498	Chief Steward	Vic Wilson
822-3097	Secretary-Treas.	Polly Diether
	Job Eval.	
	Education	
822-5951	Communication Ctte.	Jan Taggart
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

COMMUNICATIONS COMMITTEE

822-5951	Janet Taggart	Catalogue Records
822-4995	Richard Melanson	Catalogue Records
222-1047	Mary Mitchell	Triumf
822-3259	Sandra Hawkes	UBC Press

GRIEVANCE COMMITTEE

822-8273	Shirley Irvine	Commerce
822-2308	Greg Fisher	Union Office
222-5273	Rochelle delaGiroday	Cont. Education
822-5478	Avron Hoffman	Catalogue Records, LPC
822-8498	Vic Wilson	Commerce

NEW MEMBERS

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

Carlene SWAN from Biochemistry, **Traci CALLEWAERT** from Conference Centre (Vanier), **Andrea OSWALD & Lisa VIGANO** from Conference Centre (Gage), **Belinda ALLAN** from Commerce, **Sien Lan CHANG** from Health Care & Epidemiology (Shaughnessy), **Susan JONES** from HSSD (Main Library), **Elizabeth JORDAN** from Ophthalmology (VGH), **Barbara MOORE** from Policy & Research, **Janice FONG** from Registrar's Office, **Shelley SMALL** from Rehabilitation Medicine, **Erin JOHNSTON** from Sedgewick Library, **Monica HO & Bonnie WAI** from Student Housing, and from the Temp Pool we welcome...**Wilma SHARP, Sharon WATSON & Sheila MCMULLEN**

HEALTH & SAFETY COMMITTEE

822-6250	Steve Montgomery	Financial Services
822-3336	Pat Fornelli	Dean's Office, Science
822-2882/3	Stephanie Swan	Woodward Library
822-4325	Rita Harder	Student Counselling

CONTRACT COMMITTEE

822-5478	Ann Hutchison	Catalogue Rec. LPC
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

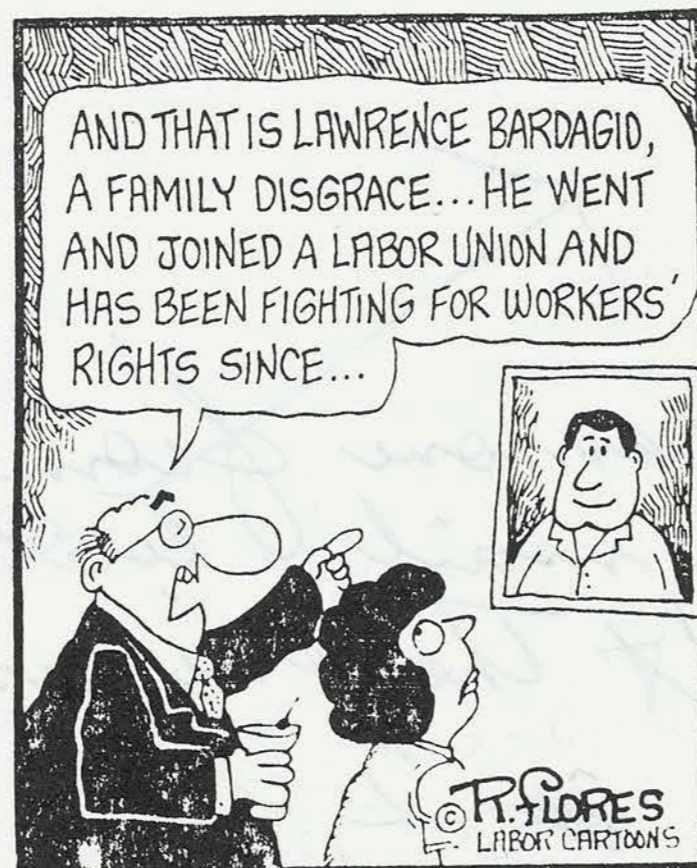
JOB EVALUATION COMMITTEE

822-2882	Allanah Anderson	Woodward Library
822-5122	Debbi Onbirbak	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
525-9231	Joe Denofreo	CUPE National Rep.

FAX 224-6496



PRESIDENT'S REPORT

Just a short report this month on the outcome of the debate on the motion put forward for April's membership meeting from the Executive on how to deal with a possible upcoming strike at the hospitals.

The motion:

In the event of a strike in the hospitals in 1991 which predates strike action which would affect the CUPE 2950 membership as a whole, CUPE 2950 hospital members, who are not deemed essential, be paid 90% of their gross salary minus C.P.P., U.I., Income Tax, Long-term Disability, and Union dues from the CUPE 2950 strike fund for the first ten working days of the strike. To qualify for this strike pay, a member must respect hospital picket lines, sign in three times a week at a CUPE 2950 table and staff one of the sign in tables for four hours per week.

Was felt to be slightly unclear in its wording and so was amended:

AMENDMENT

MOVED: Fisher / **SECONDED:** Diether

That in line 3, the word "minus" be changed to the word "after" in order to clarify the motion.

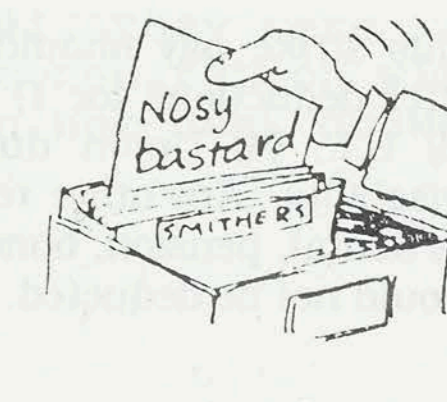
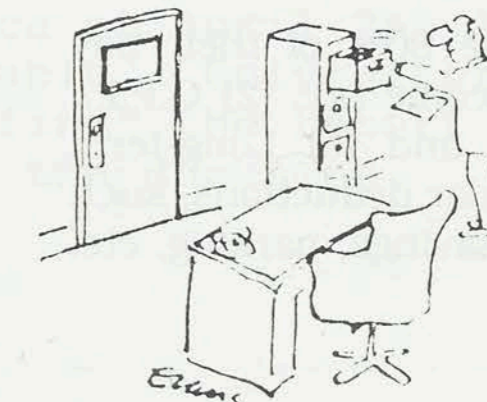
CARRIED

That is the formula for calculating the amount to be paid to a member would be; Gross Salary - C.P.P. - U.I. - Income Tax - Long Term Disability - Union Dues - 10% = amount to be paid.

There was a lively debate on the issue but I'm proud to say that an overwhelming majority voted for this measure of support for our members in the hospital locations.

There were no contrary opinions to the Executive's stated intent to seek the most rigorous penalties for any who would cross the picket lines, up to and including loss of Union card and possible loss of job. I'm sure now that we have such generous top-up provisions in place we won't be forced to penalize anyone. That's all for now. See you at the meeting.

GREG FISHER
President



CALM SOURCEBOOK

GRIEVANCE COMMITTEE REPORT

The Grievance Committee is concerned about the length of time that the grievance and arbitration takes. Although there are time limits in the Collective Agreement for each stage of the grievance procedure, the University often does not adhere to the limits, especially in its Step III response. We are not speaking about a delay of a few days. In a number of cases, the delay has been several months and on inquiry from the Union, the University repeatedly informs the Union that a reply is "on its way". In these situations, the Union can either wait for the University's reply or proceed to the next stage of the grievance and arbitration procedure without receiving the reply. The Union has chosen both routes, depending on the circumstances.

There are further delays at the arbitration stage while both parties decide on an arbitrator and attempt to schedule dates that are available for each side's counsel and the arbitrator. Arbitrators acceptable to both sides (of which there are comparatively few) are often booked up to a year in advance.

The arbitration process would be less cumbersome, faster, more efficient, and less expensive if the University would agree to an "expedited arbitration" procedure, which is used in some workplaces. The Union has, on more than one occasion, proposed expedited arbitration at negotiations but the University has always been unwilling to negotiate such a provision. In the current set of negotiations, the Union has again put forward a proposal for mediated arbitration in the hope that the University is now prepared to take seriously the Union's proposal for expedited arbitration.

SHIRLEY IRVINE
Chair, Grievance Committee

HOSPITAL STRIKE 1991 - Leaflet handed out at Apr. 25, Membership Meeting

The Union Executive is recommending the following motion to the membership:

In the event of a strike in the hospitals in 1991 which predates strike action which would affect the Cupe 2950 membership as a whole, Cupe 2950 hospital members, who are not deemed essential, be paid 90% of their gross salary after C.P.P., U.I., Income Tax, Long-term Disability, and Union dues from the Cupe 2950 strike fund for the first ten working days of the strike. To qualify for this strike pay, a member must respect hospital picket lines, sign in three times a week at a Cupe 2950 table and staff one of the sign in tables for four hours per week.

This motion is based on the following:

- 1) The Executive believes that if the hospital workers go on strike, their picket line must be respected by Cupe 2950 members.
- 2) Strike Pay: There are two strike funds available to Cupe members: (a) The Cupe National Strike Fund pays each striking member \$20.00 per day but only after the strike has been going on for ten calendar days. (b) Cupe 2950 has a local strike fund of approximately \$200,000. We also have a general surplus fund of approximately \$120,000. These funds may be used to pay strike pay to Cupe 2950 members in any way the membership approves.
- 3) Strike funds would be used in two conceivable strike situations: (a) A strike in the hospital where Cupe 2950 members are not themselves on strike but are respecting picket lines. (as above). (b) A strike at the University by Cupe 2950 or another union.
- 4) We believe that the local Union as a whole should help members who are faced with a possible strike in the hospitals. They have been asked to respect picket lines when they themselves are not on strike. Moreover, strikes in the hospital have been fairly frequent in recent years so these Cupe 2950 members need extra support. Therefore we believe that they should receive strike pay from Day 1 of any hospital strike.
- 5) This strike pay should be 90% of their pay after deductions for 1) Income tax, (2) C.P.P., (3) U.I., (4) Union dues and (5) Long-term Disability. Any other regular deductions, such as dental, pension, bond savings, parking, etc. would not be deducted.

The Executive believes this, in fact, will mean that Cupe 2950 members at the hospital will receive their effective net pay. This is a generous proposal which essentially eliminates the hardship on these members.

- 6) This 90% of Cupe net would be paid for ten working days out of the strike fund. There would be no need for a general assessment as occurred last time. If the hospital strike lasted more than ten days (the last strike was ten days), then the Executive would have to call another meeting to discuss additional means of support for our members in the hospitals.
- 7) The payout to hospital workers for ten working days would cost approximately \$90,000. This would leave us approximately \$230,000 combined in our strike and general funds. This \$230,000 would cover the approximate cost of paying a total membership of eighteen hundred (we have fifteen hundred members) \$20.00 per day strike pay for ten days before the Cupe National Strike Fund kicks in.
- 8) There are two other matters which accompany this motion:
 - i) The Executive will organize starting immediately the necessary structures to provide information to our hospital members in case of a strike in the hospitals. Already the Executive has organized meetings in the off-campus hospitals to discuss our recommendations for strike pay.
 - ii) The question of penalties for those who cross a hospital picket line. Firstly we don't expect anyone to cross. Essential services levels will have been established and those people must work, the others will receive approximately their net pay. People will either respect the picket line out of principle (their long-term interest) the majority we hope, or because it's in their short term interest (they'll get paid). If members who are not essential, insist on crossing a hospital picket line, the Cupe Constitution provides for trials and penalties. These penalties must be reviewed at a Local membership meeting and all potential strike-breakers will be aware that the Executive will be recommending heavy penalties for strike-breaking; including severe fines, loss of union card, loss of job etc...

This motion was passed by the Membership at the April 25th General Membership Meeting.

Architect's Report Reveals Lack of Safety Standards in Main Library

How unsafe is the Main Library building? Members in the Main Library are just finding out how hazardous their workplace really is, now that a secret document has surfaced. As part of the Library's "Strategic Planning Process", the university commissioned a structural integrity survey of the building from John S. Graham, in association with Humanite Services Planning Ltd.. This survey was completed in June 1990. At the time, the university was expecting to allocate \$4 million to upgrade the Main Library building. The conclusions of the report were so stark, however, that funding for the renovations was suspended and the report was neither released nor made public.

The existence of the report appears to have been known to only a few high level administrators for the first few months. As word leaked out, campus groups began lobbying to gain access to it. The University Librarians Association, the library school students, the Library Senate Committee, and the Main Library Department/Area/Building/Safety Committee all requested a copy of the document. Until April 1991, a full nine months after the survey was conducted, concerned members of the university community were denied access to it.

What could this survey possibly contain that the university and library administrations would choose to keep its contents hidden and risk public outcry were it made public? Page after page of safety violations and building code shortcomings paint a grim picture of the building's structural status.

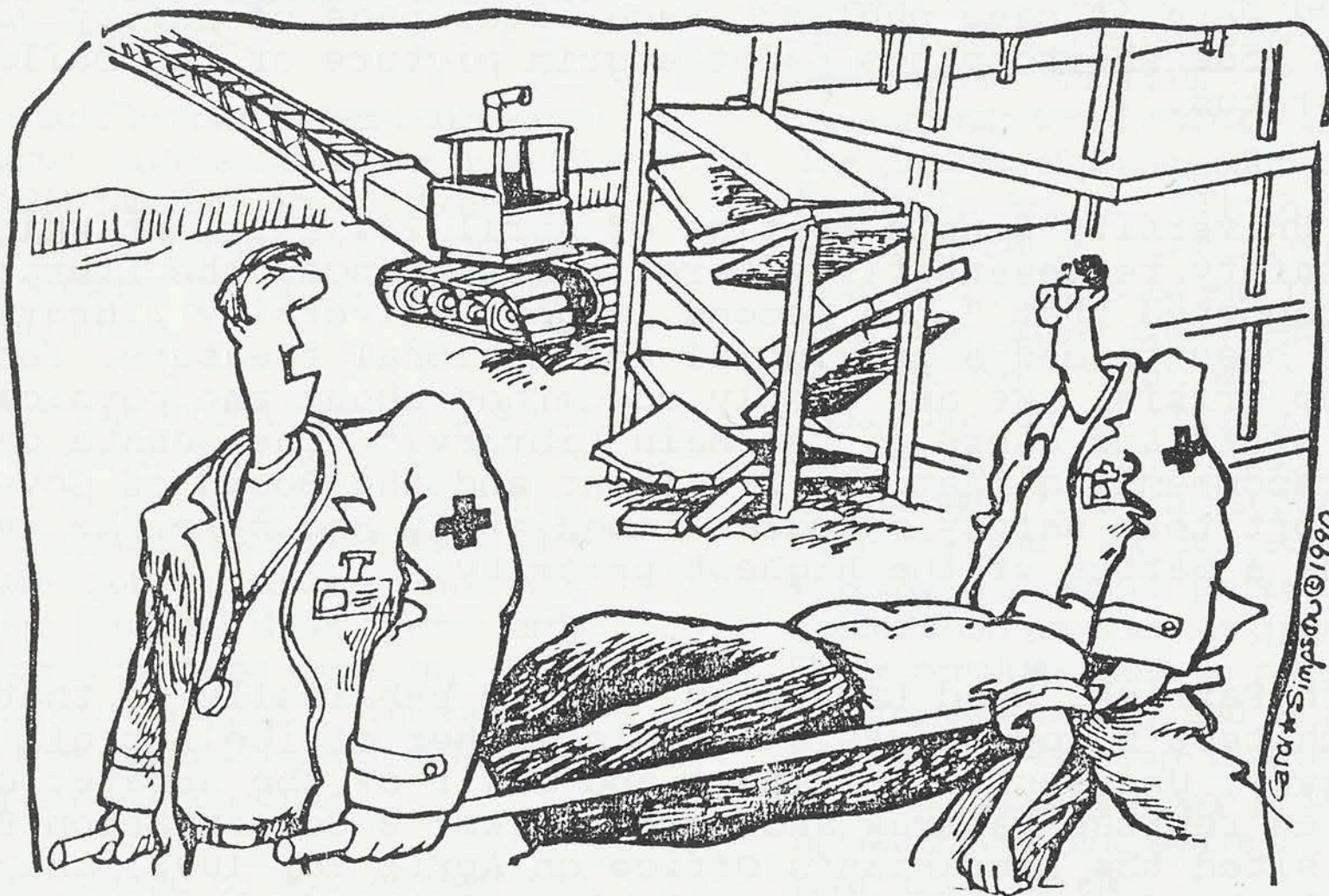
At the University Senate meeting of April 24, 1991, at which two union health and safety representatives were in attendance, the Library Senate Committee reported that "the second largest university library in Canada, one that has been termed a provincial and national treasure, faces an unprecedented crisis. We are deeply concerned about the physical safety of the library staff and users of the Main Library." The Senate passed a resolution recommending that the President and the Board of Governors undertake short term safety measures immediately and make the replacement of facilities a matter of the highest priority.

Dr. Ruth Patrick, Head Librarian, stated publically in that meeting that the architect's report was available in her office for all to view. David Strangway, University President and Chair of the Senate, concurred. Yet when union representatives and three Worker's Compensation Board officials visited the Librarian's Office on April 26, 1991, they were informed that the document was unavailable. Only after consultation with her superiors did the Head Librarian "find" the report in her desk drawer, and agree to let the WCB officials see the document.

After reviewing the document, the WCB officials wrote an investigation report on the University administration. In it, they ordered that all safety concerns cited in the architect's survey be investigated, assessed, and a plan for compliance implemented without delay, with a copy of the plan to be forwarded to the WCB. The University administration was severely criticized for not addressing the safety concerns or releasing the report.

It is now the Union's responsibility to ensure that this "plan of compliance" is indeed carried out by the university. Information meetings are being arranged for members in the Main Library, and further meetings with the WCB are anticipated. Both the provincial Industrial Health and Safety Regulations and our collective agreement require the university to provide and maintain a safe workplace. It is up to every member to demand it as his or her right.

submitted by Stephanie E. Shepard
CUPE 2950 Health and Safety Committee



BUSINESS AGENT'S REPORT

Please read Stephanie Shepard's health & safety report, "Architect's Report Reveals Lack of Safety Standards in Main Library", very carefully.

It is absolutely scandalous that the University sat on a report since June, 1990, that indicted the Main Library as a health & safety hazard.

Their own health & safety department didn't have a copy. Officials were not aware of its contents as late as April 26, 1991. (The report was closeted in the Librarian's office).

The Joint University Employee Health & Safety Committee didn't have a copy of the report either. This Committee is mandated by law (Industrial Health & Safety Regulation 4.04-4.06) to promote compliance with health & safety regulations.

Our members on the Joint Committee didn't even know of the existence of the report. Frankly, this makes a mockery of the University's "joint" health & safety program. The University and the Head Librarian knew of concerns in the community about this report for months and yet did not even deign to alert its staff of its existence.

After digesting the above, please have another look at the Ruth Patrick "We're all a team, let's participate" approach in the Library.

Coffee parties and committee meetings with Ms. Patrick, Librarians, and Staff to discuss vision and value statements appear to be allowed in this new age management participation scheme. But heaven forbid that the Union or its members actually get information on and discuss something as mundane on whether or not the Main Library will fall down. More on this to come...

Of course, now that we know the existence of this one secret report, the question is how many other secret reports, indicting other buildings, exist at the University.

Remedies

The University has the legal obligation to give the Union a copy of the above report on the Main Library (Article 24.03 of the Collective Agreement).

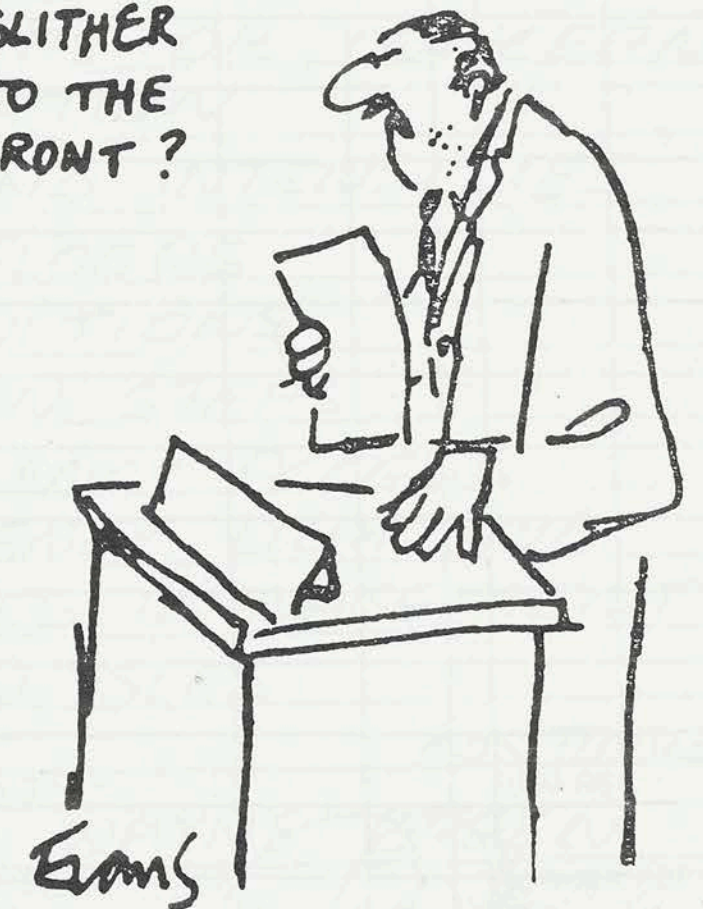
Also, the Worker's Compensation Board has gotten involved in this process. The Union called the Board as soon as it knew of the existence of the report. The Board has issued an order citing the University for breach of the Health & Safety Regulations and requiring that the University, without delay, present the Board with a plan to remedy the breaches.

The Union will be meeting with the Board representative at UBC to monitor the University's compliance with the order.

Let's not forget also that employees have the right to refuse work in a situation where they have reasonable belief that to work will be harmful to their health. They can't be disciplined for this. Our local has used this regulation (8.24 of the Industrial H & S Regulations Act) before and we will use it again to ensure our health & safety.

PAUL TETRAULT
Business Agent

WILL ANYBODY WILLING
TO BREAK A STRIKE
RAISE THEIR
RIGHT CLAW
OR SLITHER
UP TO THE
FRONT?





801 534 VANCOUVER B.C. V6R 5A1
Telephone 273-2204 Toll Free 1-800-972-0072

IR 91811190
DATE OF REPORT 260491

CONTINUATION OF INSPECTION REPORT

OCCUPATIONAL SAFETY & HEALTH DIVISION

INDUSTRIAL HEALTH & SAFETY REGULATIONS REQUIRE THAT ONE COPY OF THIS REPORT REMAIN POSTED IN A CONSPICUOUS PLACE AT OR NEAR THE OPERATION INSPECTED FOR AT LEAST SEVEN DAYS

FIRM: UNIVERSITY OF BRITISH COLUMBIA

ORD	PP	COM. TYPE	ORD. REPT.	REGULATIONS REFERENCED	TEXT
				8.02 (1)(a)(b)	- SHELVING STABILITY - STRUCTURAL STABILITY/CONCERN
				8.04	- ETC
				8.08 (5)	WHICH WERE NOT ADDRESSED BY THE UNIVERSITY NOR FORWARDED TO THE DEPARTMENT OF HEALTH AND SAFETY OR THE LIBRARY O.S.H COMMITTEE FOR ACTION IN VIOLATION OF INDUSTRIAL HEALTH AND SAFETY REGULATIONS 8.10 AND 8.02 (1)(a)(b) AND 8.04 AND 8.08 (5)
				8.10	TO THE DEPARTMENT OF HEALTH AND SAFETY OR THE LIBRARY O.S.H COMMITTEE FOR ACTION IN VIOLATION OF INDUSTRIAL HEALTH AND SAFETY REGULATIONS 8.10 AND 8.02 (1)(a)(b) AND 8.04 AND 8.08 (5)
					WITHOUT DELAY ENSURE ALL SAFETY CONCERNS NOTED IN THE REPORT ("APPRAISAL OF THE MAIN LIBRARY BUILDING" BY JOHN S. GRAHAM IN ASSOCIATION WITH HUMANITE SERVICES PLANNING) ARE INVESTIGATED, THE SAFETY HAZARDS ASSESSED AND A PLAN FOR COMPLIANCE IMPLEMENTED. A COPY OF THE COMPLIANCE PLAN IS TO BE FORWARDED TO THE ATTENTION OF MR J. HUGHES OSD - WORKER'S COMPENSATION BOARD OF B.C. 6951 WESTMINSTER HIGHWAY, RICHMOND B.C. V7C 1C6

OFFICER SIGNATURE

FIRM REPRESENTATIVE SIGNATURE



WORKERS' COMPENSATION BOARD
801 534 VANCOUVER B.C. V6R 5A1
Telephone 273-2204 Toll Free 1-800-972-0072

INSPECTION REPORT

OCCUPATIONAL SAFETY & HEALTH DIVISION

TYPE	IR 91811190	OFFICER	SEC	CONT	FIRM	LOC
DATE OF REPORT	260491					
FOLLOW UP TO I.R. NO.						

INDUSTRIAL HEALTH & SAFETY REGULATIONS REQUIRE THAT ONE COPY OF THIS REPORT REMAIN POSTED IN A CONSPICUOUS PLACE AT OR NEAR THE OPERATION INSPECTED FOR AT LEAST SEVEN DAYS.

NOTICE OF PROJECT (NOP)	
-------------------------	--

OFFICE HEAD: UNIVERSITY OF BRITISH COLUMBIA

JOB SITE: MAIN LIBRARY UNIVERSITY OF BRITISH COLUMBIA VANCOUVER BC

PORTION INSPECTED: LIBRARY REPORT TYPE OF INDUSTRY: UNIVERSITY ASSISTING OFFICERS: 8512

ORD	PP	COM. TYPE	REPT. ORD.	REGULATIONS REFERENCED	TEXT
					A STRUCTURAL INTEGRITY SURVEY OF THE UBC MAIN LIBRARY WHICH WAS CONDUCTED (MID 1990) BY THE UNIVERSITY AS PART OF THE LIBRARY'S STRATEGIC PLANNING PROCESS DISCLOSED A NUMBER OF SAFETY PROBLEMS OR CONCERNS I.E. <ul style="list-style-type: none"> - VENTILATION - LIGHTING INTENSITIES - WET FLOORS - OBSTRUCTIONS - BROKEN STEPS - EMERGENCY ACCESS - EMERGENCY LIGHTING - ASBESTOS MANAGEMENT - NARROW ISLES

FIRM REP NAME: DR. RUTH PATRICK ACCOMPANIED BY: MR. WAYNE GREEN (FIRM REP)
 FIRM REP POSITION: UNIVERSITY LIBRARIAN ACCOMPANIED BY: STEPHANIE SHEPARD (WORKER REP)
 SIGNATURE: DON DAHR OSD OFFICER OF THE BOARD

AN EMPLOYER WHO FAILS TO COMPLY WITH INDUSTRIAL HEALTH AND SAFETY REGULATIONS, OR BOARD ORDERS OR DIRECTIONS IS SUBJECT TO SANCTIONS AS PRESCRIBED IN THE WORKERS' COMPENSATION ACT.

We've come a long way since the good old days

USWA 480 Your Union/CALM

'THE SILENT WAR' MAY 28, 10:30 PM CKVU

Ms. Janet Taggart
CUPE Local 2950

Dear Janet,

I am writing to let you know some further information about 'The Silent War'. The film was produced by Associated Film and CKVU, and is set to go to air on May 28 at 10:30 PM.

This one half hour television documentary is concerned with leukemia treatment and research. It focuses on one particular patient (Maureen Berard), who was diagnosed with leukemia and underwent a bone marrow transplant almost 5 years ago. Maureen works at VGH in the Burn Unit, and is a member of CUPE 2950. Maureen has a wonderful capacity to talk about her disease and treatment, and brings a very special quality to the film. In addition, she is an incredibly warm and human person - as you probably felt, we're certainly grateful that she consented to be in the film!

We hope that CUPE will be interested in publicizing this program to your members. We would be most appreciative if you could let them know about the date for the program (May 28, 10:30 PM, CKVU).

Yours truly,

Stephanie Hudson
Public Relations
The Terry Fox Laboratory
for Hematology/Oncology



HEALTH & SAFETY COMMITTEE REPORT

REPETITIVE STRAIN INJURY

Repetitive Strain Injury (RSI) happens through:

- inferior workplace design
- deficient tool and equipment design
- substandard job design
- poor workplace administrative procedures
- expected output from employee is excessive
- excessive overtime
- insufficient rest breaks
- lack of job variation
- improper training

RSI can also be called cumulative trauma disorder.

Clinical Approach

A clinical approach to RSI can include the following: a history of your work including ergonomic factors, a physical examination, nerve condition studies, and measuring responses of muscle tissue to nerve stimulation by using an instrument providing audio and visual records of electronic responses.

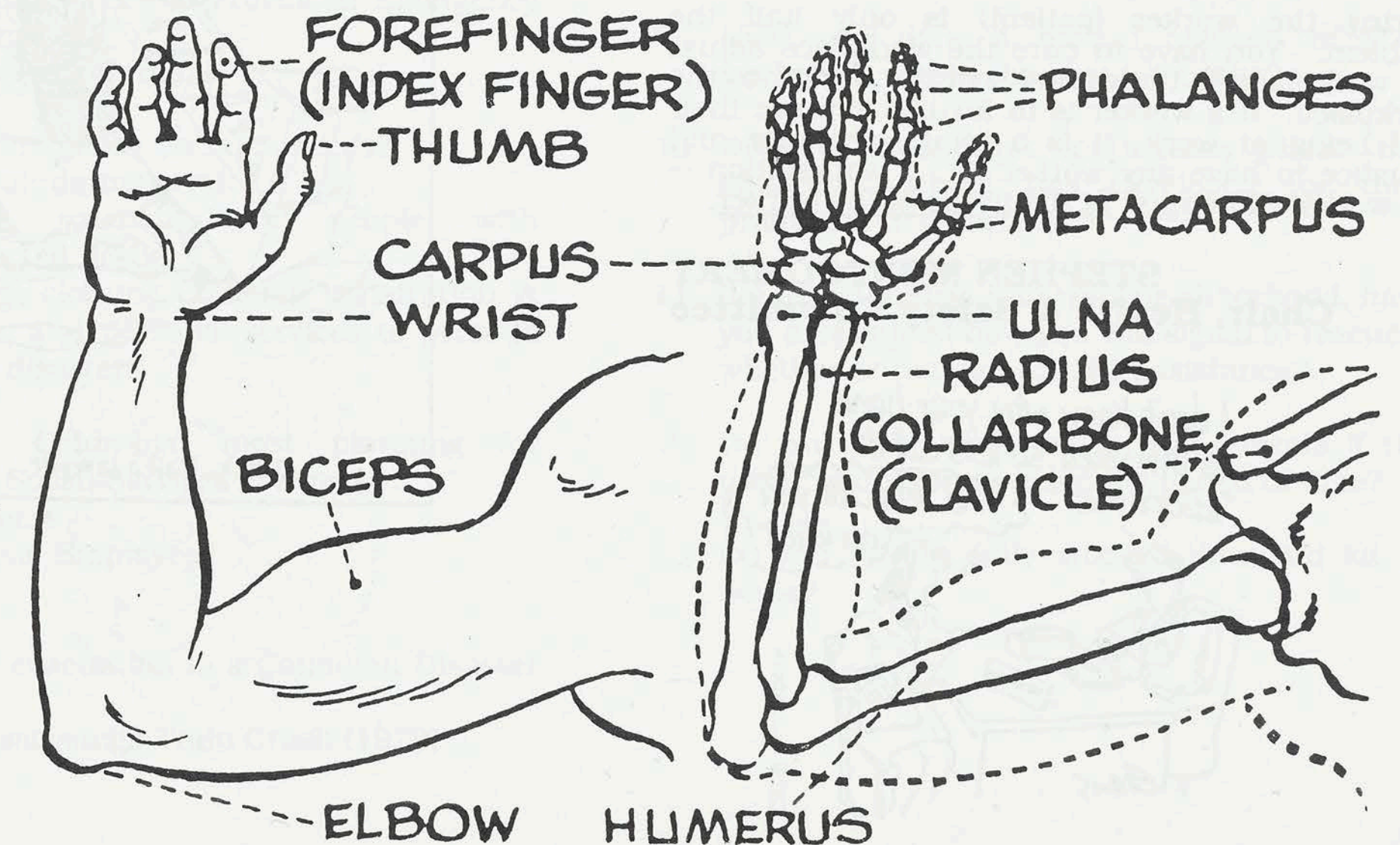
Measurement of local muscle fatigue using a combination of exercises and a device for measuring force of power of the exercises (called a dynamometer) helps determine if you have RSI.

Classification of Soft Tissue Injuries

Type I - defined clinical entities, e.g. carpal tunnel syndrome (CTS), ulnar nerve entrapment, tendonitis

Type II - III defined symptom complexes, e.g. regional pain syndrome, myofascial pain syndrome, fibrositis syndrome (an excessive growth of white tissue that contains or is composed of fibers such as muscle sheaths, resulting from inflammation).

The level of compression on the hand is done when calculating Ulnar nerve Entrapment.



Temperature distribution is also a factor to be considered for the area affected (thermography).
Type I - Pathophysiology - pressure traction on nerve, local inflammation of tendon(s).
Type II - local muscle fatigue with repetitive overuse.

Measurement of local muscle fatigue is calculated by using a combination of exercise and an exercise dynamometer. Reliable indicators of muscle fatigue are: 1) time to fatigue and 2) time for the same muscles being tested to return to their state of rest.

This test is repeated three times with 30 minute intervals usually doing a task you perform at work. With the rest periods this gives a very strong indication if in fact the muscle gets fatigued when exercised during a repetitive injury.

Treatment

The following will help to prevent and preferably eliminate RSI and stabilize RSI for those who already have it:

- Rest
- Splinting or Bracing
- Anti-Inflammatory Drugs
- Tricyclic Medication (sleep disorder)
- Sympathetic Nerve Block
- Validation (workplace medical system)
- Support (psychological, economic)
- Cautious return to work with proper ergonomics

Flexibility about easing back into work must be given by the employer to the employee. One cannot just "jump" back into work assuming 100% recovery. The employee must go back gradually.

When facing the Worker's Compensation Board (WCB) always have a Union representative to help you.

REPETITIVE STRAIN INJURY (cont.)

Did the adjudicator write down what you actually said? Did they give any solutions??

Sympathetic Nervous System

This is the temperature of our fingertips and hands. What we wear on our hands plays a big part in the flexibility of our hands. The thicker and stiffer the gloves the less movement (flexibility) our hands will have.

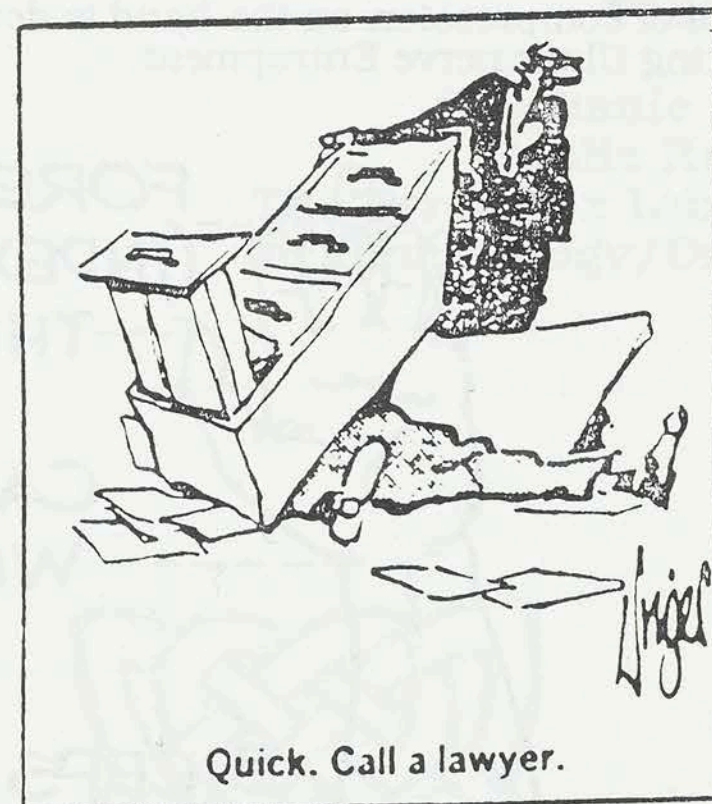
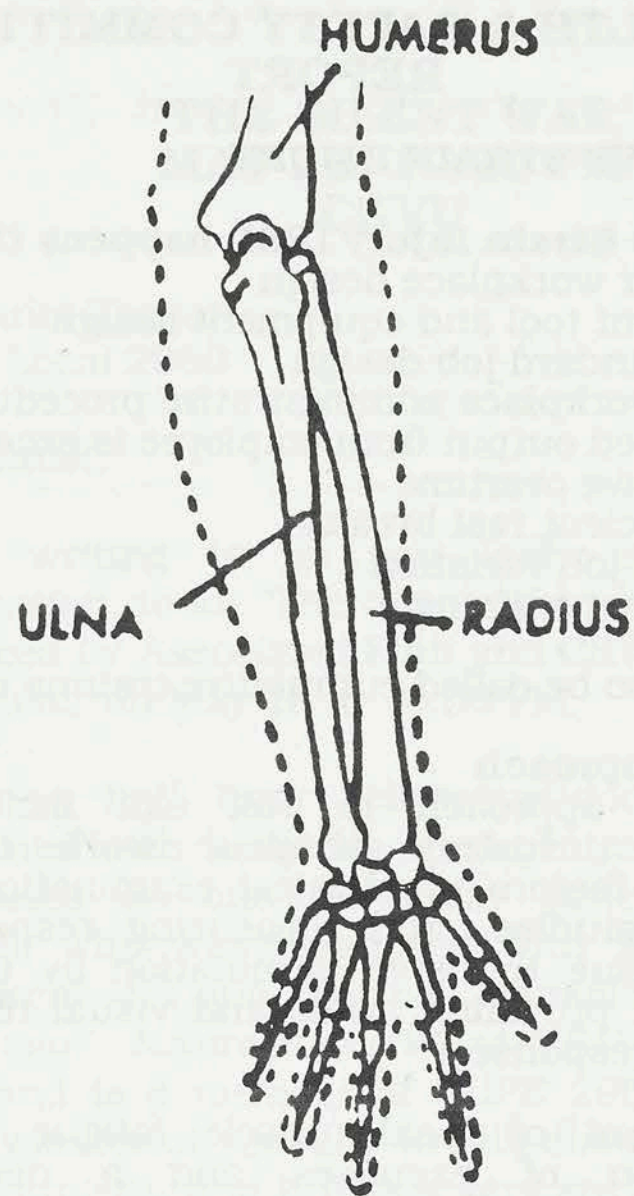
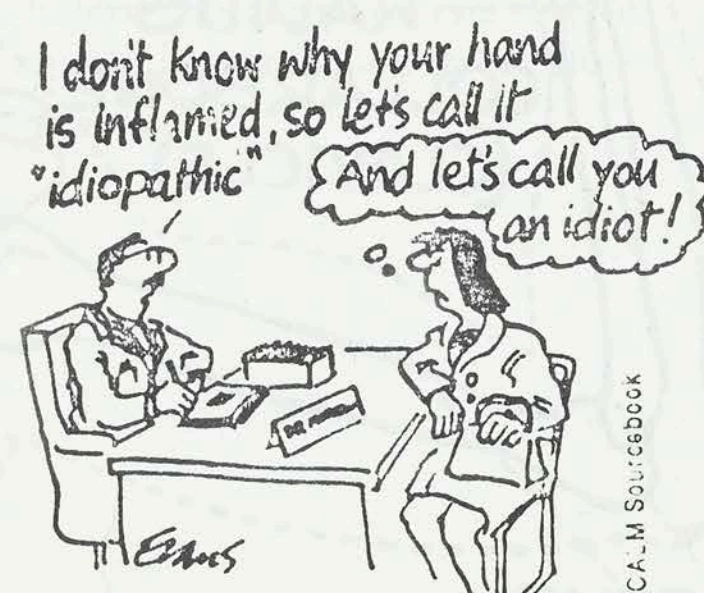
Workers may be suffering from RSI if they have been doing extra work covering for someone on holidays -- especially a repetitive task job. Ask what tasks in particular the worker performs. e.g. Library workers putting bar codes on books three times for each book.

Ways to prevent RSI are

- work organization and job design based on sound ergonomic principles
- eliminate single tasks jobs -- Task variety and job variation must be implemented
- control the pace of production
- reporting to the employer, Union, safety representatives, and WCB.
- a workplace survey may help to get a feeling of how many work tasks have already contributed or probably will soon show signs of in contributing to the onset of RSI.
- improve the regulations and the legislation as they relate to workplace and work station designs
- collective bargaining and Union action
- promote prevention strategies such as regular worksite inspections, and hold monthly meetings concerning workers safety & concerns in your building.

Curing the worker (patient) is only half the problem. You have to cure the workplace adjust the workplace to the worker, not the worker to the workplace. If a worker is to further improve their well being at work, it is a total unbalance and injustice to have any worker "fit" a workstation -- the workstation must fit the needs of the worker.

STEPHEN MONTGOMERY
Chair, Health & Safety Committee



CALM Sourcebook

THE GET READY B.C. TEST**How Much Do You Know About Emergency Preparedness?**

- The letters PEP stand for:
 - Primary Electoral Procedures
 - Provincial Emergency Program
 - Pretty Excitable People
- The last time an Earthquake registered over 7 on the Richter Scale in British Columbia was:
 - March 13, 1952
 - January 4, 1973
 - June 24, 1970
- In 1990, the total cost of compensation for flood damages in British Columbia was:
 - \$12,000,000
 - \$5,500,000
 - \$2,000,000
- Who is responsible for Emergency Preparedness?
 - Government
 - Private Industry
 - Individuals
 - Neighborhoods
 - All of the above
- When people are forced from their homes by a disaster, where do they go for assistance?
 - The nearest DND Base
 - The local Emergency Reception Centre
 - The local police station
- Who can declare a Provincial State of Emergency in British Columbia?
 - The Lieutenant Governor in Council
 - The Director of the Provincial Emergency Program
 - The Solicitor General
- What are Emergency Social Services?
 - A no-wait dating service
 - Welfare payments to people with unexpected needs
 - Feeding, clothing, lodging, registration & inquiry, and personal services to persons during disasters
- In British Columbia, most planning for Emergency Social Services is done by:
 - Volunteers
 - Provincial Employees
 - DND
- The largest evacuation in a Canadian Disaster was:
 - The Mississauga Train Crash (1979)

- The Manitoba Forest Fire Evacuation (1989)
- The St. Basil le Grande PBC fire (1989)

- An Emergency Operations Centre is:
 - The location from which all disaster response activities are directed and coordinated.
 - An advanced surgical treatment unit
 - A new series on CBC Television day-time programming.

Are You Prepared?

- Do you know where your local Emergency Reception Centre is located?
- Do your children know where to if you are unable to return home in a disaster?
- Do you have at least 72 hours of drinking water stored in a safe location?
- Is your water heater strapped to a wall or support beam?
- Does every member of your family know where to turn off the water, gas & electricity feeds to your house?
- In sudden power outage, could you quickly locate a flashlight and battery powered radio?
- Do you carry basic survival gear in your car?
- Have you held an Earthquake drill (duck and cover) in your home within the past 6 months?
- Have you done a hazard analysis of your workplace within the past 6 months?
- Do you know what contingency plans your children's school has developed for their protection in disasters?
- If a disaster struck in your neighborhood, have you determined how you will signal to rescuers whether or not you require assistance?
- Do you have means to prepare meals if the power is out for an extended period of time?
- Do you have a fully stocked First Aid kit at home?

ANSWERS TO THE GET READY B.C. TEST

Part I General Knowledge Section - How Much Do You Know?

- 1(b) Provincial Emergency Program. The Provincial Emergency Program, or PEP is a division of the Ministry of Solicitor General responsible for planning and co-ordinating the province's disaster response activities. PEP also actively assists municipalities in preparing their own disaster response plans.
- 2(c) June 24, 1970, in the Queen Charlotte Islands. Any earthquake registering over 7 on the Richter Scale can cause serious damage to buildings, roads, and people. If this quake had occurred in a densely populated area such as Vancouver, there would have been a large number of injuries and losses.
- 3(b) \$5.5 million. The unusual combination of rains, snows, and thaws last year caused serious flooding in many parts of the province. These estimated damage claims cover only private property and do not include damages to bridges, roads, and industrial sites. Every claim for damage to private property reflects a family which has experienced painful personal losses.
- 4(e) "Sharing the Responsibility" is the motto of Emergency Preparedness Week. We are all responsible to plan for the safety of ourselves, our loved ones, and our community. Why not volunteer to assist your local Emergency Social Services committee?
- 5(b) Your local Emergency Social Services planners will have designated buildings to be used as Reception centres. These are usually schools, recreation centres, or other public buildings suitable for accommodating large numbers of people while their requirements for shelter, feeding, clothing and support are being assessed and met.
- 6(a) Under the Provincial Emergency Program Act the Lieutenant Governor in Council, acting upon instruction of the Provincial Cabinet, is the only person able to declare a State of Provincial Emergency. This would be declared in a major disaster requiring a general mobilization of government support to assist municipal authorities in responding.

- 7(c) Emergency Social Services, or ESS are the services necessary to preserve the health and well-being of victims and response workers in a disaster. In British Columbia, these are planned and operated primarily at the local level. In a major disaster, the Ministry of Social Services and Housing is responsible for these services in support of local planners.
- 8(a) Emergency Social Services, is, at its most basic, neighbor helping neighbor. To be effective, planning and operating primarily at the local level. In a major disaster, the Ministry of Social Services and Housing is responsible for these services in support of local planners.
- 9(a) Over 240,000 residents had to leave their homes in Mississauga, Ontario when a freight train loaded with a variety of dangerous chemicals derailed and caught fire. In 1989, 23,000 residents of small towns and villages in Northern Manitoba were evacuated to Winnipeg and other cities in the South, when smoke from forest fires threatened their health. Handling these large numbers of people, many of whom had never been in a large city before, was greatly facilitated by the planning that had gone on before the evacuation. Two thousand people were evacuated from their homes when smoke and fallout from the burning PCB storage warehouse covered their neighborhoods.
- 10(a) During a disaster, managers of all responding services such as police, city engineer, fire, ambulance services, and emergency social services work out of the same location to ensure their services support the other services and make the best use of resources to deal with the most pressing needs. This location, called the Emergency Operations Centre is equipped with communications equipment and other supplies necessary to support these managers while they direct the disaster response.

Part 2 - Self Appraisal Section - Are You Prepared?

If you answered "no" to any of these questions, now is the time to act. DISASTERS HAPPEN! Don't wait until it is too late!

CONTRACT COMMITTEE REPORT

At our joint meeting of April 22nd the Contract & Executive Committees concluded that we should strive for a one year agreement this time because of the Social Credit government's wage controls, which restrict all forms of compensation, will be with us for three years unless either they repeal them, which seems unlikely, or there is a change of government, a possibility, once the election is called. The New Democratic party has vowed to repeal this legislation if it forms the next government.

Even if an election is called as early as September, and the NDP wins, the legislature probably won't be sitting until some time in the new year. With a one year agreement expiring Mar. 31, 1991, we could be back in negotiations again by then but without, let's hope, this legal interference in the collective bargaining process.

The University was informed on April 24th that we want a one year agreement. Their response that they were looking for something longer was really no surprise given their proposed three year preference in the CUPE 116 negotiations.

No negotiating has been done yet of any of our monetary proposals (eg. sick leave payout, Christmas closures) - typically, these don't get settled until the end when the employer presents a final package.

We have settled (subject to your approval) the "housekeeping", "grievances" and "leaves & seniority" groups. We have been working on "hiring, transfer & promotion" and what we call "odds & sods", since they don't fit into any other group. Still outstanding from our "grievances" group is our Expedited Arbitration proposal, because it is so important to us.

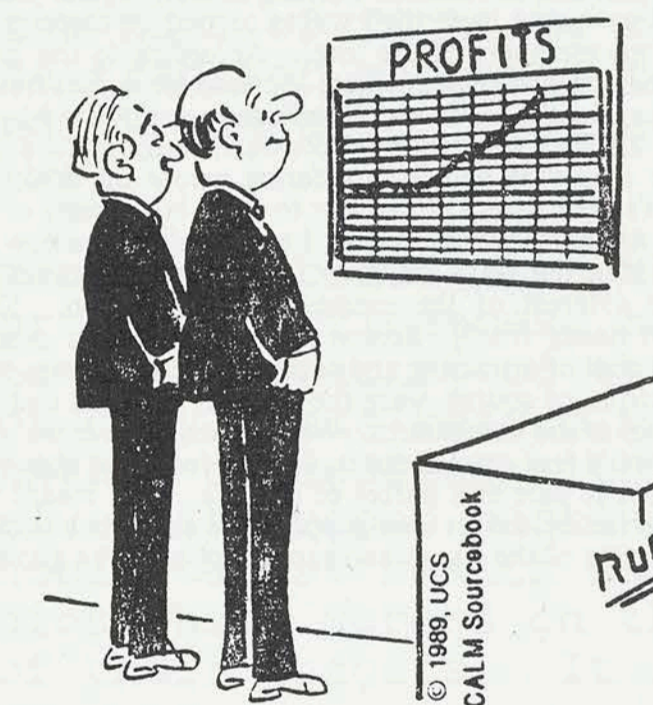
The negotiating process has been going on since January 3rd and little of any real substance has come out of it. But there are a few highlights:

- Our full-time Union Organizer will now get a 2 year (was 1 year) leave of absence, will accumulate seniority during the 2 years, and will return to her/his former position at the end of the 2 years.
- our members who have less than 1 year's seniority and who are in grant funded positions will now have the same internal placement and recall rights as all other continuing employees, that is they will no longer be denied the right to bump.

- our members who are on any approved leave, during which our employer issues notice of internal placement and layoff, will now be able to defer those rights until they return to work or, if they choose, have them begin during the leave; WCB leave returnees will be temporarily placed, without loss of pay, until the notice period expires.

We will next meet with the University all day on May 8th & 9th, then on the afternoon of May 16th, and beyond that only May 29 has been set aside.

ANN HUTCHISON
Chair, Contract Committee



"We better turn the chart upside down before we begin negotiations with the union."

AN OPEN LETTER TO MY FELLOW MEMBERS OF CUPE 2950

April 25, 1991

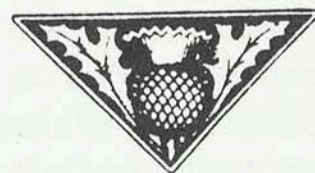
Once again we are considering how we each might react to a possible strike at the hospitals. I have a few observations:

The strike is a tool used in the labour community as the ultimate device to influence the other side. It is in many ways much like a SCUD missile, however. It's expensive to launch, likely to cause tremendous collateral damage among civilians, it's just as likely to do harm to your own people as it is to hit the target and its effectiveness is totally unrelated to the political or economic issues that started the conflict. A successful strike is one that damages the opponent sufficiently so that surrender to a set of demands is effected. In private industry the strike can directly affect that which is central to business: production and profit. In the public sector, however, profit is not a consideration and employers might see a day lost to a strike as a day's salary that need not be met. Effectiveness comes about only through sufficient disruption of the lives of third parties who, in turn, exert pressure on the combatants to settle. Teachers and hospital workers ride to victory on the backs of students and patients. The strike should be viewed as the ultimate weapon of terror, only to be used in the most extreme circumstances but all too often it too often it is used as a substitute for creative, cooperative bargaining.

Those who choose to strike must be prepared to take the economic risk that it might last longer than expected or that the gains achieved in the settlement might be outweighed by the wages lost. Every week on the picket line neutralizes a 2% increase in a 1 year contract.

In 1989 when the BC Nurses' Union and the Hospital Employees Union were unable to secure contracts for hospital workers satisfactory to their respective memberships, strike action was taken. This member had had serious reservations about some of the stated objectives in the dispute and the prospect of job action being taken against hospitals was very distressing. When, during a CUPE meeting considering support for those on strike, I pointed out that this local had not been consulted on the aims or the methods of those on strike I was ridiculed. That was none of our business, I was told. We should, however, show solidarity with those on strike. We, as a union, decided by majority vote to support the strike and sanctions were threatened against those who might defy the decision of the membership and choose to cross a picket line to continue working in their regular job. Those who did respect the picket line would have their wages topped up through a non-voluntary assessment against all members of the local. According to the BCNU, the strike lasted 17 days and resulted in an immediate increase for nurses fresh out of nursing school of \$.95/hour or 6%. This was significantly neutralized by the wages lost. The dispute lasted 2.3% of the two year contract, resulting in a net gain of only 3.6%, less than the employer had been offering before the strike. [As an aside, those same new RN's now earn \$18.75/hour to start. How many of us at UBC with 10 years experience are earning that much? I am unable to see how helping another group of workers widen the wage disparity from UBC employees is in either the short- or long-term interest of the members of this union. Shouldn't we be addressing our own needs first?] Senior level nurses fared even less well and somehow the stated goal of attracting and retaining quality nurses to BC got lost in the shuffle. The victims, of course, were the patients who had had no say in either the goals or the tactics of the combatants. When it was all over we were told we had "won" and that we should feel good about it. I didn't feel good about it.

The picket line is part and parcel of a strike. It is meant to be a symbol which is to be respected by others who support the cause but respect should only come through knowledge of the issues and support of both the goals and the tactics



Quotable

CALM

■ "The backbone of the government is not the politicians - it is the public employees that keep the machinery of government running."

- Canadian Labour Congress
president Shirley Carr

of those who set up the line. If either the goals or the tactics are inappropriate the symbol is not worthy of respect. All too often symbols are presented with an expectation of automatic support and sacrifice.

There are those among us who, if confronted with any picket line, would have an instinctive, unthinking reaction: the picket line must be respected. The issue doesn't matter. Solidarity with one's working sisters and brothers in their struggle against the evil employer is all that matters, regardless of the issues, regardless of the tactics.

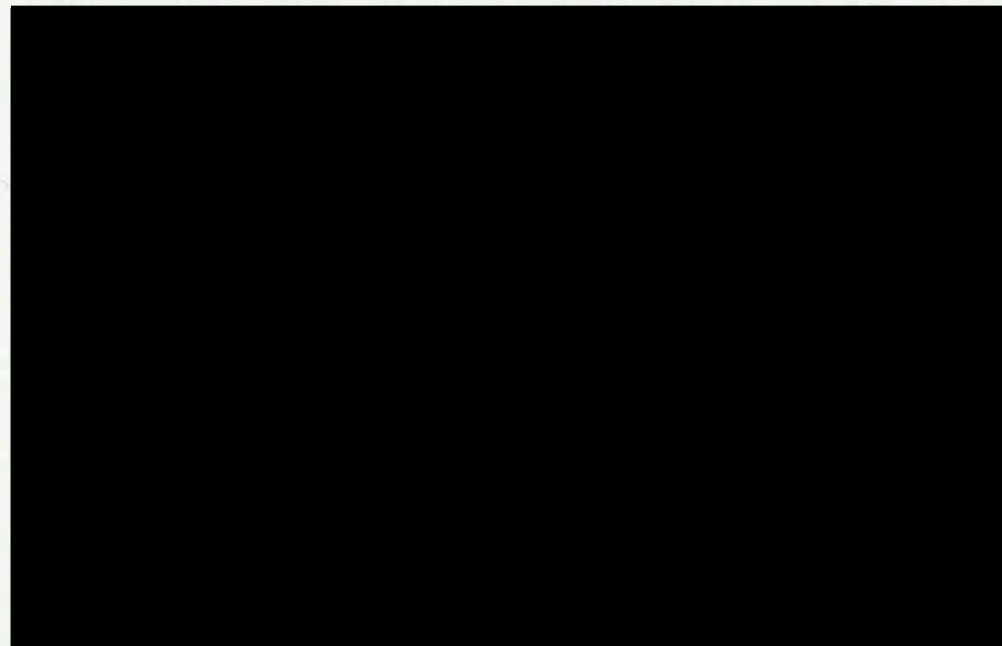
The Gulf War provided a tragic example of where such a blind reaction to symbols (in our case the flag, some vague notion of democracy and "drawing a line in the sand") resulted in the slaughter of perhaps 100,000 human beings (which we called "kicking butt"). Military action was taken without a serious effort at peacefully resolving the conflict or a reasoned consultation of the public and respect for minority opinion; dissident views were somehow unpatriotic. Our national leaders told us that "when the fighting starts of course we must all pull together", and when it was all over we were told we had "won" and that we should feel good about it. I didn't feel good about it.

There are those among us who feel that the business of the union is anything the membership decides it is and that it is right and proper for a union to take a collective stand on the activities of workers and their employers outside our union or on political or social issues and then mandate behaviour for the membership (we saw this in 1983 during Operation Solidarity and a few years later on the Day of Protest over Bills 19 & 20 and once again in the Pro Choice resolution), that if the votes can be mustered then somehow it is o.k. to impinge on the right of an individual to make his or her own decision about these issues without fear of retribution. I must strongly disagree. My right to make my own free decision about matters outside the purview of this union is one I guard very carefully. I do not delegate to any organization the authority to speak on my behalf on these types of issues but if I were to do so it would be through a political party of my choice or a social action group of my choice. Membership in this union is mandatory as a condition of employment in this job grouping at UBC. As membership is not voluntary, special care must always be taken by the union to ensure that minority opinions are not only voiced but also incorporated in any public positions taken. Provision should always be made for the free exercise of minority views. Sanctions against those who have opinions other than those of the majority have no place in a union that purports to be free and democratic.

---Leslie Field, Systems Division

Lies from Tory lips

PSAC Union Update/CALM



MAY 07 1991

CANADIAN UNION OF PUBLIC EMPLOYEES/SYNDICAT CANADIEN DE LA FONCTION PUBLIQUE

April 30, 1991

TO ALL CUPE CHARTERED ORGANIZATIONS

Dear Sisters and Brothers:

Re: Provincial and Federal Budgets

Predictably, Michael Wilson's February 26th federal budget was another disaster for working people. In the midst of a deep recession, Wilson and the Tories had nothing to offer the people of Canada, including 1.3 million unemployed, except more belt-tightening. For workers in the federal sector, he outlined a wage control program in which any negotiated wage increase (with a 3% upper limit) would be paid for by cuts in jobs. And in the name of fighting the federal deficit, he once again froze transfer payments to the provinces for health and post-secondary education; social welfare transfers were affected as well.

The freeze in federal transfer payments, combined with the effect of the recession itself on provincial finances, has had a devastating effect on the financial capacity of the provincial governments. But it took only weeks before most of these provincial governments, instead of dealing with the financial squeeze they found themselves in, began passing on the pain to the municipalities, school boards, health care facilities, agencies, and other bodies which depend on the provinces for the largest portion of their budgets. It is in these sectors that most CUPE members work.

CUPE members are therefore being hit hard by budgetary policies at every level of government. In addition to cutbacks in staffing, services and programs, the provincial governments (with the exception of Ontario's NDP government) have struck directly at the collective agreements and wage rates of the public employees in their provinces. Nearly all the provinces have now implemented some form of wage control or wage restraint program which will force down wage increases to levels well below the rate of inflation. Several provinces have gone so far as to legislate the extension of existing collective agreements, with wage rates frozen during that period.

.../2



JEFF ROSE

JUDY DARCY

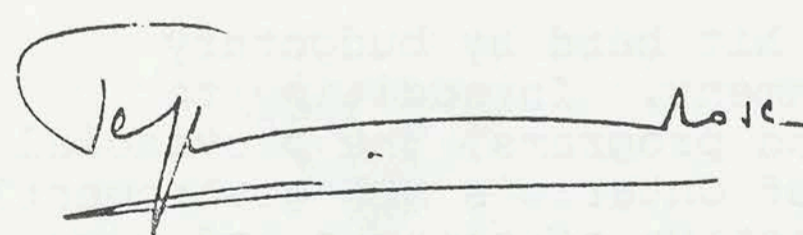
National President/Président national National Secretary-Treasurer/Secrétaire-trésorière nationale
ED BLACKMAN, ANDRE CHARBONNEAU, GERALDINE MCGUIRE, TOM O'LEARY, MICHAEL STOKES
General Vice Presidents/Vice-présidentes générales

CUPE locals, Divisions, Councils, members and staff are not about to take these broadside attacks without a fight. In fact, in provinces where the provincial government has instituted wage controls, restraints or freezes, CUPE is part of or is developing fightback campaigns - all of which are fully supported by CUPE National. CUPE National staff are working with the Divisions, Councils and locals, as well as with the other public sector unions and the Canadian Labour Congress, to build public opposition to these wrong-headed and unfair economic measures.

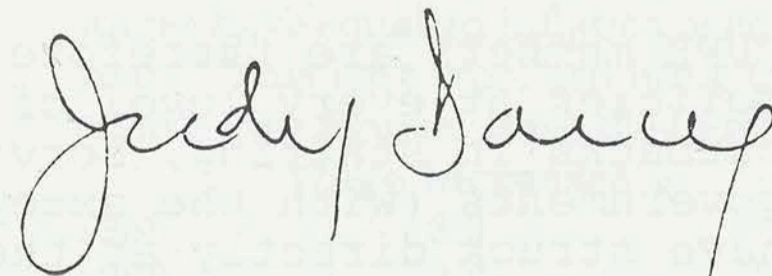
Meanwhile, the CLC is developing plans for a major, coordinated national program of action to fight the economic policies of the federal and provincial governments. As was the case with the campaign against the GST, the labour movement will be working in close cooperation with the Action Canada Network and other progressive coalitions and organizations. Preliminary plans call for a campaign leading up to October 26th, when a national Day of Action - featuring decentralized but coordinated protest activities from coast to coast - will be held. As soon as the CLC and the coalitions finalize plans for the program of action, we will be back in touch with you to provide the details.

Public employees didn't cause the economic mess. The governments did. As we said in last September's "Statement regarding the Threat of Wage Controls", from CUPE's National Executive Board, we're not going to let those governments blame and scapegoat us and our families for trying to protect our standard of living. Workers are fighting back hard, and we're going to keep it up!

Yours in solidarity,



JEFF ROSE
National President



JUDY DARCY
National Secretary-Treasurer

:lbm/opeiu 491

c.c. Members, National Executive Board
All CUPE Staff

GENERAL MEMBERSHIP MEETING

25th April, 1991

MINUTES

The meeting was called to order at 12:40 p.m.

1. ROLL CALL OF OFFICERS

Greg Fisher	President
Shirley Irvine	1st Vice Committee
Ann Hutchison	2nd Vice President
Polly Diether	Secretary-Treasurer
Vic Wilson	Chief Shop Steward
Lynn Jenkinson	Sergeant-at-Arms
Jan Taggart	Commun. Ctee. Chair
Jennifer Martin	Recording Secretary
Denise Field	Trustee
Eniko Wilke	Trustee

Also Present:
Paul Tetrault Business Agent
Joe Denoïreo CUPE Regional Rep.
Carole Cameron CUPE Job Evaluation Rep.

2. ADOPTION OF AGENDA

MOVED:Campbell/SECONDED:Shepard
That the agenda be adopted as amended.
CARRIED

Items added under New Business

i) Notice of Motion
MOVED:Wilkie
That we call a special one hour long general membership meeting to deal specifically with the business part.

ii) Petty Cash

3. ADOPTION OF MINUTES of January 17th, 1991.
MOVED:Campbell/SECONDED:Taggart
That the minutes of Jan 17th be adopted.
CARRIED

MOVED:Campbell/SECONDED:Taggart
That the minutes of February 21st, 1991 be adopted.
CARRIED

MOVED:L.Wensmey/SECONDED:Taggart
That the minutes of March 21st, 1991 be adopted.
CARRIED

4. PRESIDENT'S REPORT

Greg read and explained the Fact Sheet "Hospital Strike 1991", moved the motion, then turned the chairing of the debate over to the Vice President, Ann Hutchison.

MOVED:Fisher/SECONDED:Diether
In the event of a strike in the hospitals in 1991 which predates strike action which would affect the CUPE 2950 membership as a whole, CUPE 2950 hospital members, who are not deemed essential, be paid 90% of their gross sal. v minus C.P.P., U.I., Income Tax, Long-term Disability, and Union dues from the CUPE 2950 strike fund for the first ten working days of the strike. To qualify for this strike pay, a member must respect hospital picket lines, sign in three times a week at a CUPE 2950 table and staff one of the sign in tables for four hours per week.

AMENDMENT

MOVED:Fisher/SECONDED:Diether
That in line 3, the word "minus" be changed to the word "after" in order to clarify the motion.
CARRIED

The meeting agreed to end debate.

The Main Motion Carried as Amended.

5. BUSINESS ARISING

Carol Cameron spoke on Job Evaluation. As she had in her two recent articles for our newsletter, she detailed the differences between plans such as the CUPE Point - weight plan and the type of "policy capturing" plan that the University is proposing. That is, a plan by virtue of it's design that will inevitable confirm the status quo as far as pay rates for work done is concerned.

6. NOMINATIONS

Trustee (3 yr. term ending Dec. 31, 1993) - None
Sergeant at Arms - Sharon Krowchuk - nominated by Greg Fisher

Sharon acclaimed Sergeant at Arms. She then read the oath of office.

7. BUSINESS AGENT'S REPORT

Paul introduced Stephanie Shepard from the H & S Committee so that in the limited time left in the meeting she could report on a very serious safety threat in the Main Library. Please look elsewhere in this newsletter for the entire text of the report regarding the structural inadequacies of the Main Library building.

8. SECRETARY/TREASURER'S REPORT

MOVED:Diether/SECONDED:Hutchison
That \$4,164.73 be moved from the General Funds to the Strike fund in order to obtain a \$50,000.00 term deposit.
CARRIED

9. COMMITTEE REPORTS

i. Communications Committee

Jan Taggart reported that cut off was to be May 6th. May 9th is the paste up date for this month's newsletter.

ii. Contract Committee

Wage Controls are affecting our negotiations. What we should attempt to get is a one year contract in recognition of the unsettled political situation. Grievance package is ready to be signed off. Already signed off - seniority package.

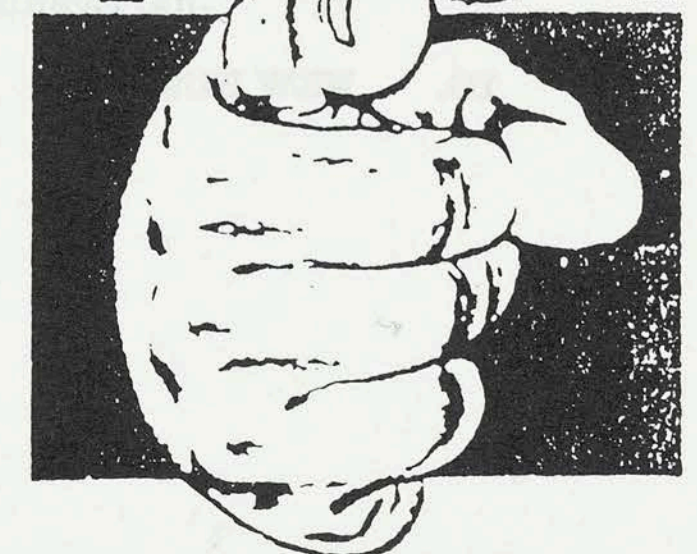
Working on Hiring/Transfer and Promotion package. Joe reported that we should be negotiating a one year contract. "The University is picking our pockets while the government is pinning us down on the ground."

MOVED:Martin
That the meeting be adjourned.
CARRIED

The meeting was adjourned at 2:30 p.m.

THE UNION STARTS WITH

YOU!



GENERAL MEMBERSHIP MEETING

23rd MAY, 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 April 25th, 1991**
4. **BUSINESS ARISING FROM THE MINUTES**
 - i. Notice of Motion
MOVED:Wilkie
That we call a special one hour long general membership meeting to deal specifically with the business part of the organization.
 - ii. Petty Cash Motion
MOVED:Wilkie
That petty cash be paid only with a receipt and that there should be a limit set on petty cash. If this limit is to be raised, then it should be approved at the General Membership level and recorded in the Minutes.
5. **NOMINATIONS REMAIN OPEN FOR:**

Trustee (3 year term ending Dec. 31, 1993)
6. **PRESIDENT'S REPORT**
7. **BUSINESS AGENT'S REPORT**
8. **SECRETARY-TREASURER'S REPORT**
9. **COMMITTEE REPORTS**
 - i. Grievance
 - ii. Contract
 - iii. Health & Safety
 - iv. Communication
 - v. Education
 - vi. Job Evaluation
10. **NEW BUSINESS**