

# THE UBC GAZETTE

## STRIKE ISSUE

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Throngs of enthusiastic students rally to support striking CUPE workers.

SAM GREEN PHOTO

## School resists scare tactics

by Frances Foran

The School of Social Work remains closed in support of the CUPE strike amid administration "scare tactics" including the possibility that instructors' jobs will not be filled as promised.

Social work students John Richmond and Kathy Oxner said there is some concern the "bastion of lefties" in Social Work, as UBC president David Strangway called them, will be punished for their united support of pay equity for campus workers.

The School of Social Work closed on the first day of the strike after students and faculty decided to show solidarity with the two striking locals' demand for fair wages. The university's proposed wage increase of 12.5 per cent is considerably less than what other CUPE civic workers in the lower mainland have recently received—between 12 and 15 per cent plus pay equity. The average wage of workers in striking locals 116 and 2950 is \$24,000, while the average Vancouver civic wage is \$29,000.

Oxnersaid, "We [in social work] are taught about equity and women's issues. Part of our code of ethics is working towards an increased quality of life, and this institution continues to widen the

gap between the rich and the poor. That's why there's a lot of passion over the strike and a lot of support."

Two instructing positions in the School of Social Work which are supposed to be filled next year may be in jeopardy, they said.

According to Oxner, one of ten concerned students and faculty who met with the administration last week, faculty are being pressured to play the university's "business as usual" charade and resume classes or face a layoff. Kelly Quinn a delegate and Student for Fair Treatment said, "It's a scare tactic for faculty who aren't crossing."

The official university policy claims that there will be no penalties for anyone who respects the picket lines. However, associate professor of social work Kathryn McCannell received a letter from the dean of Arts stating that she "cannot treat the absence of students as reason of cancellation of classes." McCannell, who stopped classroom teaching on day one of the strike, said the university's policy of instructing department directors to report the names of faculty who will not teach during the strike makes them fear for their jobs, and violates their right to respect the lines.

"This policy is asking the direc-

tors to police their colleagues," McCannell said.

According to the delegates, the administration insists a settlement would mean clawbacks for other university departments such as the teaching faculty. Vice-president Daniel Birch said, "Since we don't expect to have money to pay wage increases at all, an increase will ensure we'll have fewer people, not just in the unions, but staff and faculty."

The university's line that there is a lack of money for settlement is an excuse, say union officials. Media releases from CUPE claim UBC has withheld provincial funding earmarked for equity payments, while employing more earners of wages over \$100,000 than any other BC public employer. Ann Hutchison of CUPE 2950 which represents 1,500 mostly women support staff said the university can meet the unions needs by changing its spending priorities.

"The fact that they've singled us out for four per cent and given the higher paid faculty seven per cent wage increases speaks of the sort of management the university is engaged in. If they wanted to they could save money, but these are the sort of tactics they are resorting to—threats."

## Tentative agreement reached

Life at UBC may soon be returning to normal after a tentative agreement was reached to end the two and a half week support worker strike.

After 12 hours of negotiations last night, the CUPE Locals 2950 and 116 have possibly come to an agreement with the UBC administration.

Stephanie Shepard of Local 2950 said, "We've heard there is a possible tentative agreement. Picket lines will remain up until we vote on the agreement."

The contract still has to be ratified by the union membership. Members will vote tomorrow in War Memorial Gym. If the agreement is ratified, the unions will return to work Thursday.

At press time neither side was willing to comment on the specifics of the agreement. Stephen Crombie, media relations manager for the administration, said "the university and CUPE agreed not to release any details."

## Professors walk out on students right to make choice not to cross

by Paul Dayson

Despite UBC Senate policy to the contrary some professors are demanding students cross CUPE picket lines to attend classes—causing students confusion and grief.

According to one Commerce student, her class was told, "I'm going to be teaching and I expect you to be there too." The professor also told the class, "The questions on the exam will be based on the material covered in lectures." Despite administration assurances that students would not be punished for respecting picket lines,

other professors have talked directly of academic punishment.

One student in the department of psychology said her professor made it clear attendance during the strike and grades were linked. She said, "He said, we could sacrifice our moral stands or we can sacrifice our [grade] standings."

One student's sociology professor told her, "He realises he is supposed to construct the exam based only on the text book but he didn't see it as feasible as he bases his tests on lecture material."

"He advised me to get notes from someone crossing picket lines but I feel that would be encourag-

ing someone to cross," she said.

But some students cannot choose to cross the picket lines. They are union members and on the picket lines.

One woman in the Faculty of Sciences pointed out to her professor that she was a CUPE member and could face job action if she came to class. According to one of her classmates, another union member, the professor said that was her problem.

The union, she was told, cannot offer any academic protection for students not crossing their picket lines, including their members. They are however looking for infor-

mation regarding the intimidation of students by professors.

Other professors, however, have been preparing special components to exams, offered to reschedule exams, and have given extensions on papers until the strike is over for students who have chosen not to cross picket lines.

Yet students are still concerned that the policies are vague and place the task of interpretation on individual professors—offering little protection to students.

AMS president Martin Ertl said, "The policy itself is ambiguous. It doesn't deal with the problems in different faculties."

"It appears to have been left up to professors," said one English student.

This apparent laissez-faire attitude toward enforcement of policy has led some students to doubt the administration's guarantees.

"I can't believe that they are not going to test us on stuff covered in class come exam time," said a student of Industrial Relations Management.

The AMS has requested the creation of a joint ombuds office with the university to examine and resolve complaints resulting from the strike.

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## Addresses to which you can voice your strike concerns

Professors away? Time on your hands and feel the urge to write but there's nobody around to read it? Voice your concerns and express your opinions.

**1. minister of education**  
the honourable Anita Hagan  
The Parliament Buildings  
Office 248  
Victoria, BC, V8V 1X4

**2. minister of finance**  
the honourable Glen Clark  
Office 152  
Victoria, BC, V8V 1X4

**3. premier of BC**  
the honourable Mike Harcourt  
Office 156  
Victoria, BC, V8V 1X4

**4. mla Vancouver/Pt Grey**  
the honourable Darlene Marzari  
Office 124  
Victoria, BC, V8V 1X4  
Local: 2505 Dunbar St.

**5. minister of advanced education**  
the honourable Tom Perry  
Office 112  
Victoria, BC, V8V 1X4  
Local:

#320-1333 Johnston St  
(Granville Island)  
V6H 3R9

**6. ubc president**  
David Strangway  
the president's office  
6328 Memorial Road  
Vancouver, BC  
V6T 1Z2  
Phone: 822-2121

(You don't even need stamps for most of these people!)

## Statement of purpose:

When the CUPE strike began two and a half weeks ago, The Ubyyssey collective decided the best way to support the strike was not to publish so as not to contribute to the normal operation of the campus.

However, it became apparent that the campus was not closed down and the mainstream press was presenting a one-sided version of the labour dispute. The lazy mainstream media has chosen to accept the well-orchestrated public relations campaign devised by the UBC administration.

Therefore, we have decided to publish in an effort to balance the press coverage of the strike. Students have the right to know what the administration is doing to break the strike, how the AMS is profiting from the strike and so on.

This was not an easy decision for the staff to make, nor was it a unanimous one. The Ubyyssey does not take a decision to cross picket lines, even with permission, lightly.

After this paper is produced, The Ubyyssey staff will evaluate this effort and consider if we should continue to publish during the strike.

The Ubyyssey would like to thank CUPE Locals 2950 and 116 for their support of the production of this newspaper.

Sharon Lindores discovers her true love in a good book with Winnie the Pooh. But Sue Ahn blah-blah-blahs in the journal of Ellen Pond who says, "remarks are not literature." Yggy King wrote the great Nova Scotian novel of carrots. Martin Chester, Paul Gordon, Paul Dayson, Paula Wellings, Matthew Martin, Dianne Rudolf, and Gregor Young act out Charlie and the Chocolate Factory and cover themselves in Belgium's sweetest as they prance in their hairy men costumes. Frances Foran, Helen Willoughby-Price, Hao Li, and Graham Coleman facilitate a discussion. Raul "Peekier" Peschiera makes Sam Green and Cheryl Niamath into fictional marionettes. Effie Pow is hippity, hoppity, happenin' and is happy, happy, happy; or so the story goes.

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# Education minister hesitates to interfere

by Sharon Lindores

The minister of advanced education, Tom Perry, is concerned about student intimidation during the strike, but is not prepared to get involved at this time.

Students for Fair Treatment (SFT), a group of students who support the strike, initiated a meeting with Perry and representatives from the AMS on Saturday. Issues including intimidation regarding classes and scab labour were discussed.

Students are concerned about the university's strike policy, which has been left open to interpretation. AMS president Martin Ertl called the policy for students "ambiguous and brief," and "hard to carry through the ranks."

AMS vice president Carole Forsythe said students respecting the picket lines may have various options open to them, such as writing exams in the summer supplemental period at the nearest college or university.

Perry said he would look into extending the student loan programme, so students would not suffer financially. However Canada Student Loans may be difficult to deal with.

But Perry left the policy's interpretation and enforcement up to the university. Although Senate has passed it, the Board of Governors has no solution and will have to address this, according to Derek Miller, student BoG representative.

Many students and faculty are finding the policy challenging. A delegation of SFT met with president Strangway last week and he refused to clarify the policy.

Sara Ramshaw, a law student and SFT representative said, "A lot of profs are telling us that what they are teaching right now is examinable and we have exams that are worth 100 per cent of our final.

So most of the students are going because they are intimidated and they feel they must go in order to pass.

"Our dean is leaving it up to the faculty and the administration is leaving it up to the dean to interpret this policy which is supposed to be so unambiguous."

And if its not being respected in principle of course I'm very disturbed."

The disturbing subject of student scab labour was also discussed with Perry.

Not only are students encouraged to keep the university clean but some students are working to

Perry said he heard a number of similar examples from the union and will give the administration the opportunity to make their own comments.

"I will give the information to the minister of labour, who has the statutory responsibility for matters like this and I'll ask him to

think the time has certainly come."

Perry said, "We don't have significant input and we have never attempted to have that in collective bargaining between employees and the administration of a university or any other public institution that we fund globally. That's entirely, properly a matter for the two parties themselves and we're a third party which runs the institution globally."

Perry also met with delegations from CUPE and the administration on Saturday. He could not be reached for comment on these meetings.

Perry would only meet with elected student representatives, so the AMS agreed to have some SFT representatives on their delegation.

Odeh said, "At some level I did have some hope that the minister might have been willing to use some of his political power to put some pressure on the administration to bring the strike to a conclusion more rapidly, which I believe he does have the power to do if he decides to do so."

Ramshaw was also disappointed with the meeting. "The minister didn't acknowledge the power the government has. By looking out for the best interests, we [the students] get lost in the shuffle," she said.

The AMS and SFT have different approaches to the strike, but they both want the strike to end. They met for the first time, since the strike began, last week in order to prepare for the meeting.

"I think the AMS has lost legitimacy with SFT and with any student who isn't crossing. The whole idea should be what you say is what you do. Yet all the AMS's actions, such as crossing lines, and keeping the SUB open are going against what they are saying," Ramshaw said.



Women's Center advocates pay equity.

SAM GREEN PHOTO

Carol Odell, an engineering graduate student and an SFT representative, said students are worried about the rescheduling of exams and courses.

"I've heard from a lot of students who feel bad that they had no choice. I think students deserve that choice."

Perry said, "The university's intent to ensure that students and faculty are able to respect their consciences was made very plain.

keep the university running. Documents show the residences are hiring students and passing names on for security jobs and summer conference centre work.

Stephanie Palfy, a first year arts student and a SFT representative said, "I can't verify it but normally student assistants work would be limited to ten hours a week and I've heard that these hours have been extended to 36 hours a week in the library."

review all the issues."

Although the government funds about 80 per cent of the university Perry maintains it is still not appropriate to interfere in the strike at this time.

Ertl said the government should resolve the situation because it funds the university. "From our point of view this has been going on for two weeks and that's two weeks too long. And if the time wasn't there before to take action I

## Courts place further limits on picketing

by Martin Chester

The UBC administration has further limited the striking support workers' ability to picket on campus.

On Monday, the BC Supreme Court ruled in favour of a request by the administration to restrict pickets on campus to six pickets at three buildings on campus. In addition, CUPE members can be charged with trespassing if they enter campus buildings. They may also be charged if they are anywhere on campus except in front of the three buildings.

Due to on going negotiations, representatives of the administration were not available on Monday.

CUPE local 2950 spokesperson Catherine Martel said the injunction will severely limit the union's ability to take action on campus.

Martel also said the administration has used library and bookstore disruptions as an excuse for the action, but the action was taken simply to lessen the union's exposure on campus.

Debbie Harvie, director of the UBC Bookstore, said CUPE members took books off the shelves and left them lying on the floor and caused some damage on Thursday. She said she warned the union members they could be charged with trespassing if they did not leave. Extra security has been called in since the incident.

"It's unfortunate and I told them it wasn't anything against them personally, but we can't watch everyone who comes in the store," she said. "I couldn't afford to have people walking around when we are already low on staff."

The administration has also talked about limiting student pickets.

"It isn't against students yet, they're just threatening that," Martel said.

Sabrina Hong of Students for Fair Treatment said the action against the union's picketing and threats against protesting students were Machiavellian.

"I think it's really sad when the union is exercising its legal right to gain some bargaining power," Hong said. "[The courts] are siding with the administration and taking away the union's leverage."

She said the student protestors will not be put off by the threats of a ban on their picketing.

"If anything it will strengthen our resolve."

"The administration is forcing people who want the strike to end to resort to more drastic action," she said. "It will be trickier doing effective things within the law."

"If the union is being denied power, maybe students should have to take some of the action until our rights are whittled away," she said.



Pickers stand peacefully under idle bus lines.

SAM GREEN PHOTO

# CUPE support workers demand pay equity

by Sharon Lindores

In the third week of the strike negotiations have begun again between CUPE and the administration.

The university support staff represents two groups of workers and a majority of women. More than 90 per cent of CUPE local 2950 workers are women. Over 40 per cent of CUPE local 116 workers are women. They are asking for 'fairness and equity.'

Ann Hutchison, CUPE 2950 vice-president said the university has had 14 months to negotiate with the union. "Pay equity, for our local has been an issue since the last contract in 1989."

The government's recent provision of five per cent funds for pay

equity was a general policy for the public sector, intended to begin to address an economic base which has historically been against women. These funds were provided for the public sector, not just for UBC and not in relation to the strike.

The negotiations prior to the strike were not acceptable to CUPE because they did not adequately address CUPE's issues. "If you have pay equity without a general wage increase, you don't have pay equity," Hutchison said.

"They [the university] offered what they called pay equity. I don't know how they differentiated between general wage increase and pay equity, but they decided that certain parts of the offers for each

of the locals were to be designated pay equity.

"Neither one of us are in a good situation. The pay equity was targeted, as they put it, to the lower pay grades. It seems that the university is pitting one group against the other," Hutchison said.

Judy Lee, third-year UBC student and coordinator of the Women's Centre said the administration should prioritize pay equity.

"I think that in terms of pay equity, it's always the hurdle that the administration says they can't jump and it's always the thing that holds women back. I really don't believe it's a matter of saying 'we don't have the cash.' I think it's a matter of prioritizing and starting

to work towards pay equity," Lee said.

"A lot of the inequities arise because we have these really heterosexist, traditional views of whose actually bringing home the bread and the fact of the matter is that a very high percentage of the women who are in 2950 are actual single mothers supporting their families."

"The way our society is developed is that work that is traditionally something that women would do is considered unimportant. Women need equal pay for work of equal value."

Lee said that the strike raises several issues and should be important for many students.

"Many people think feminist

theory is tired and obsolete and that we're living in a post-feminist era. I think that media and mainstream power structures have tried to convince women of this and many of us are convinced that "we" are not the ones that suffer from a lack of pay equity.

Lee said, "What's happening on campus is that some people are looking at the workers as somehow deserving unfair wages. It's that belief in a just world—where you get what you deserve and you deserve what you get. The fact is there are many people in both unions who have degrees."

"I really think that it is dangerous to think that we can be secure and assured of fair wage."

## New paper on campus fills a void

by Raúl Peschlara

As well as growing piles of garbage and litter, a new publication was added to the campus landscape during the second week of the CUPE strike.

The UBC Student's first issue was distributed on March 17 and has since been labelled a "scab paper" by many union supporters because The Ubyesey was not printing in support of the strike.

Dale Fallon, media relations assistant for Local 116, said, "We've simply chosen to not speak to them and there are many other media outlets who are showing more respect for our picket lines."

Aaron Drake, UBC Student's editor-in-chief, said, "I don't like being called a scab. Without The Ubyesey publishing, we saw a void that needed to be filled. Originally when we learned The Ubyesey was not publishing, we wanted to use The Ubyesey office and equipment while the strike was on."

He said the problems involved with occupying The Ubyesey for the duration of the strike made him decide to put the paper out independently.

"We are funded by just advertisements and the paper was thrown together in someone's bedroom. It's easier to get AMS advertisements during the strike," he said.

"The majority of the editors support the strike. I am pro-strike. But the union is going about it the wrong way; the students are caught in the middle."

Although the paper is not funded by the AMS, a large portion of the staff is closely linked to the AMS and student council.

"The people who were first interested all happened to have links with the AMS," Drake said.

The accounts manager, Jason Brett, was last year's student council president and the opinion editor, Derek Miller, is presently student council Board of Gover-

nors representative and employed as the AMS researcher. Drake was editor of the 1991 Inside UBC and a Science representative on council and other editors are on council or Student Administrative Committee.

Miller said there is a potential for conflict of interest but does not see any problem. "My job is mostly organizing, typing and proof-reading letters and opinion pieces."


Drake said if the paper was covering a contentious AMS issue, "we'd do our best to nail them to the wall. We can only do our best to be as objective and unbiased as possible. I don't believe there'll be any problem."

The paper has recently changed its name to Campus Times and will continue publishing after the strike is over.

"We're going to have regular and humour columnists, cartoonists and we're not going to cover controversial issues," Drake said.

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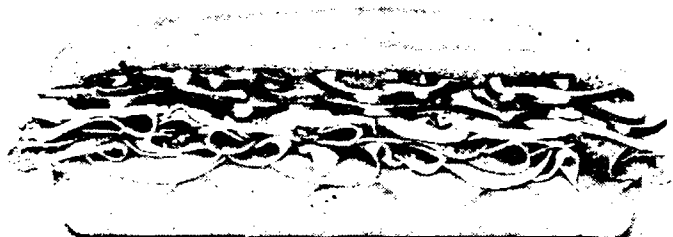
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## UBC artists show art off-campus

by Helen Willoughby-Price

I'M not the kind of person that attaches meaning to something right away. I like to take things for what they are, appreciate what I see, and think about its significance later.

When I first saw the works of Tessa Lamb and Stephanie Aitken, all I could think about were the colours, the way the paint had been applied to the surface, and how the composition and structure of the work made me feel.

I responded to the emotions contained in the act of painting rather than meanings of the images, which I knew to exist because of the creative titles both artists assigned to their pieces.

**ART**  
**Tessa Lamb**  
**Stephanie Aitken**  
**March 10 and 17**

Lamb and Aitken, two fourth-year BFA students, were scheduled to hold their shows at the AMS Art Gallery in SUB. Both did not cross the picket line and found alternate locations for their artwork.

Lamb held the opening for her show *Shapes in Flight and Other Memories* on March 10 in her own home with the specific intention of supporting the

strikers. She turned her house into an art gallery, utilizing even the bathroom to show her work. One visitor thought this was a great idea: "It gives you something to look at when you're taking a dump."

Lamb uncovered the hardwood floors in her living room and installed lamps to light up her works. The comfortable atmosphere of a home was maintained, and her pieces worked well with the environment. Overall, the show was a success, and the space was much more exciting than the one-room gallery that SUB has to offer.

The location Aitken chose was not as comfortable, but very classy. Her show *Day Terrors* was held on the first floor of the Landing in Gastown. Opening night was March 17 and the works remained there for the week.

Lamb's collection of recent works included, for the most part, large paintings and a series of prints. Lamb's paintings are rich, deep, and intense, and largely non-objective. Images can be found and interpretations can be made, but the real beauty of her work is in the strength and power of her mark-making. To look at her work is to know how she was feeling when she was

painting it. I know her pieces have specific meanings, but to go into it here would be to make public her diary.

Aitken's works are more literal (as opposed to non-objective), and her paintings, photographs, and installations revolve around recurring images of butterflies, lanterns and moths. Her painting style is very beautiful—smooth, creamy, and luscious. Her colours are soft and blended. It is the kind of work a viewer can appreciate for hours, even after the mind has finished contemplating the somewhat obvious themes in her work.

She uses oils, as does Lamb, but applies the paint to tables, windows, old doors, photographs, and cloth as well as to canvas. Aitken has reached a very professional level with her work, and she made no effort to hide the fact it was for sale.

An acquaintance who attended Lamb's opening commented on the futility of hanging paintings on walls for people to see. He felt printmaking or photography, which could be applied to real life and reach more people, was more significant. I find this kind of thinking, though logical, quite scary. I hope painting never loses its status as an important part of the artworld.



# Support workers at Emily Carr picket college

by Sharon Lindores

There were no classes at Emily Carr College of Art and Design (ECCAD) yesterday. The support staff went on strike and no faculty crossed the picket line.

The Vancouver Municipal and Regional Employees' Union (VMREU), represents the 60 workers at the college. The VMREU negotiating committee submitted a package on Saturday, to settle the contract which expired last April.

The picketing is planned for two days and further action will be decided after a response from ECCAD which is expected after a board meeting on March 25.

The faculty association belongs to their own union and they chose not to cross picket lines at this time.

Ron Richings, senior staff representative for VMREU said, "As far as respecting picket lines, it was their [faculty] decision. Obviously we appreciate their support."

Alan Barkley, president of ECCAD said, "None of the faculty crossed today. They have chosen in the initial stages not to cross, if it escalates their position will be questionable. I hope we can resolve all of this without that stage."

Richings said their package addressed many issues including: pay, pay equity and a large number of language issues. "We are also seeking to have the student workers at the college represented as they are at Vancouver Community College, to negotiate their duties and wage rates."

Barkley said, "The contract is for a two-year agreement, starting April 1, 1991 last year and will encompass this fiscal year to March 1993. There was discussion through 1991, but not too much action until the election in the fall and more steadily in February and March."

"We have the opportunity as administration to talk to the board and prepare negotiations at the end of the week. We will discuss our position and develop a response to their package. There is a complex and comprehensive set of issues. They have put everything in writing, I guess we will have a response on Friday."

"We don't want a protracted situation. We are trying to be as optimistic as possible."

Barkley said it is a peaceful picket now and some students are crossing, although no faculty is.



Day one of the support workers' strike at Emily Carr. Most students and all faculty are refusing to cross.

PAUL GORDON PHOTO

## Students occupy president's office

BURNABY (CUP)—While many UBC students crossed picket lines, 80 students occupied the president's office last week to support striking workers.

The students took over David Strangway's office March 17 to protest the administration's handling of the strike by CUPE Locals 2950 and 116, who hit the bricks March 9.

The demonstration lasted about eight hours to protest the administration's refusal to clarify its policy on students and faculty crossing the picket lines.

The occupation ended when the administration agreed to meet with a ten-member delegation of students and faculty March 19.

Fourth-year student Michele

Sorenson said students need a quick and equitable end to the dispute.

"We want [the administration] to come up with a decent offer," she said.

As long as the library has limited hours and other services are not offered, students will not be getting the education they paid for, she said.

"If we work at home the quality of our work will go down."

Sorenson, who has been walking the picket lines, said she talks to students who say they support the workers, but attend class because they do not want to jeopardize their degrees.

She said although the university's policy states it is a moral

decision whether or not to cross the picket lines, there is pressure on students and faculty, who are particularly vulnerable, to cross.

Joe Denofreo, a spokesperson for CUPE Local 2950, agreed students are in a difficult position. He said he is heartened by student support.

"We realize it's a problem for students because when we withdraw our services they are affected," Denofreo said. "[The strikers] are the people you don't see, but they make the place run."

"In a perfect world I would hope that everyone would understand the importance of not crossing," he said. "If no one crossed we could have this whole thing finished within three days."



One of Tessa Lamb's prints from Shapes in Flight and Other Memories.

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## SELF STORAGE

## UBC's authoritarian rule

Three weeks into the strike, the administration's authoritarian rule is clear.

In opposing CUPE 2950 and 116's demands for a living wage and pay equity for women, the administration has demonstrated contempt for the campus workers, students and faculty.

While in theory the administration supports students' personal choice about crossing picket lines, in practice, a deliberately ambiguous policy allows professors to intimidate students. The administration, in a meeting with students March 19, refused to clarify this policy and protect those of us who choose not to cross.

Students who do not cross the picket lines are supposed to report themselves to their dean and get their name put on a list for their faculty. Since the administration refuses to protect those of us who do not cross, what are these lists for? Right now they are serving to intimidate students. Unknown uses of the lists as well as closing the lists, as the Faculty of Arts did for a few days last week, minimize our "personal choice".

Misinformation from the administration further hinders our decision making. Deliberately misleading figures such as 26 percent pay increases reduce support for a strike fighting for a fair wage increase and pay equity for all members, not just six reclassified positions.

The administration does not support pay equity: it has offered no money. The seemingly large 4.5 per cent increase offered—large compared to before the strike—comes from the five percent pay equity package offered to the entire public sector by the province, not a shift in the administration's policy.

The administration wants business to continue as normal. This arrogant stance denies the vital work done by 3,200 support staff—work which we all depend upon.

To keep the campus running, the administration has resorted to using scabs and intimidation.

Doing union jobs during a strike is scabbing. Management is working double time at high wages as scabs on campus for garbage collection, mail service, janitorial work, and other unionized services. Students are also doing this work, sometimes without adequate safety equipment and training. Off-campus workers are crossing picket lines to scab. Some professors are also "covering" janitorial work in their buildings.

Faculty and students, including the AMS, support the administration when they cross picket lines and continue "business as usual." The personal choice made by students and faculty who do not cross is a moral and political choice. The response is intimidation by the administration, a crucial part of the strike-breaking.

Strike-breaking, including when students cross picket lines, is the direct contravention of a struggle for social justice—pay equity and fair treatment.

If all students and faculty honoured the picket lines for a few days, the strike would likely be settled quickly.



## Letters

### 80 concerned academics

March 13, 1992

**Open Letter to the University of British Columbia Administration and Community:**

The Office workers and support staff are on strike. The university is not functioning as it should. Student attendance is down significantly. Many faculty are teaching off campus, many are refusing to teach, and many are contributing large sums to the strike fund. Garbage is piling up, elevators are breaking down, toilets are filthy, the library is open, but functions for only a few hours a day. Conferences are cancelled. End-of-year examinations and degree-granting face serious scheduling problems. In addition, the morale of the community is sinking and previous good feeling is turning to rancour. Students have been threatened by their professors, and professors have been threatened as well. This should not and need not go on.

We, a group of concerned academics, call on the administration to negotiate with the striking union. Moreover, we ask that they negotiate in good faith. We draw attention to three key issues that are raised by the current industrial action.

First, the way the administration bargains concern us: Employees are treated in an arbitrary manner. Like CUPE, the faculty had not been able to negotiate a settlement for the year 1991/1992. The administration stalls at every turn, earns interest on the government transfers, spends money on other things, then turns around and says it is unable to pay. The administration refused to agree to mediation with the faculty on the grounds that such a decision would imply that it might be willing to change its offer. This intransigence says little for the future of collective bargaining on our campus. We think that the faculty has a great deal in common with our CUPE colleagues when it deals with the administration.

Second, the administration has not lived up to the promise to promote fair wages for all employees. The discrepancy in the offers

made to different groups on campus indicates a lack of clear direction. The weakest groups, such as the clerical workers and sessional lecturers are victimized rather than provided with fair wages and some measure of security. The gap between the highest paid and lowest paid is widening. Structural inequalities on our campus are worsening. We are acutely aware of this when we observe that an increasing proportion of the University's budget is devoted to administration.

Third, the Administration's response to the ongoing problem of employment equity remains inadequate. Given the Administration's long-term investment in labour market discrimination, from which it has reaped many benefits, the solution posed in the latest wage offer to CUPE is disgraceful. The administration relies upon a minimal contribution from the provincial government rather than reforming its budget to grant long overdue equity to its low-waged female employees. Its tenth of March wage offer neither meets cost of living increases, nor lives up to the principles of social justice.

In sum, the facade of normalcy is collapsing. In the last several years, retrenchment has damaged the university. Today, the wounds are inflicted by the Administration's refusal to its employees and the community at large. The University is a vital force in the cultural and economic life of British Columbia and Canada. We urge the administration to move responsibly and humanely by reaching a fair and just settlement before irreparable damage is done.

Yours faithfully,  
William Bruneau, Gillian Creese, Dawn Currie, Donald Fisher, Jim Gaskell, Neil Guppy, George Povey, Leslie Roman, Kjell Rubenson, Peter Seixas, Fred Stockholder, Veronica Strong-Boag, Neil Sutherland, Allison Tom, Ian Wright, Kathy Hanson, E. Bryant, Carol Kniceley, Serge Guilbault, James O. Caswell, John O'Brien, I. Marc Pessin, Maureen Ryan, Rose San Juan, Deborah E.D. Weiner, Glen Drover, Frank Tester, Kathryn McCannell, Mary Russell, Stan de Mello, Edward Kruk, Roopchand Seebaran, Helena Summers, Elaine Stolar, LeRoi Daniels, Denise Nadeau, Paul McNicoll, Charles Curtis, Jerold Coombs, Marion Crowhurst, Margaret Early, Syd Butler, Joe Belanger, Mary DesChenes, Rosemary

Haddon, Carla Petievitch, Tineke Hellwig, Catherine Swatek, Nitya Duclos, Robert Grant, Marlee Kline, David Cohen, J.C. Smith, Joel Bakan, Norman Epstein, David Donaldson, Charles Blackorby, Margaret Slade, Phil Resnick, Hilda Thomas, Tony Dawson, Peter Harnetty, Karen Wilson, Gerry Pratt, Joshua Mostow, Don Baker, Jo-Shui Chin, Karin Preisendanz, Gaalen Erickson, Ken Takashima, Micheal Duke, Hiroko Louie, Ken Bryant, Luc Nagtegaal, Julie Cruikshank, Tessa Fernando, G.G. Weix, Millie R. Creighton  
CC: All faculty members, Striking Employees of UBC, the Presidents and Vice-Presidents, The Board of Governors, The Faculty Senate, The Honorable Minister of Advanced Education/Tom Perry, The Honorable Minister of Tourism & Culture/Darlene Marzari, The Honorable Minister of Labour/Moe Sihota

### Handled with care

Recent media reports have promoted a biased account of student actions intended to show solidarity with striking workers. In particular, last Thursday's student action at Main Library received distorted media coverage. As students involved in the action we wish to emphasize that:

- books were not thrown in the garbage.
- books were not thrown on the floor.
- no vandalism took place.
- books were not burned, nor were garbage cans set on fire.
- books were not misshelved.
- students were not taken into police custody.

The action was intended to be an intelligent way for students to protest the decision of management personnel to prolong the strike by keeping libraries open against the wishes of striking workers. Books removed from shelves were placed in study carrels or places where they could be easily found and re-shelved.

As students we are concerned about university property and the safety of the UBC library collection. We have never participated in acts of vandalism, nor do we condone such actions.

Michael Bomford  
David Black  
Stephanie Palfy

### Harassment in Main

Recently, due to supposed acts of vandalism in Main Library, Erik de Bruijn (assistant admin. librarian) has resorted to overreactions which are obstructing

students and the public from accessing the library. On Monday, Mar 23, myself and a friend were blocked from entering the building from the lower level to use the washroom. Another friend had just moments earlier gone to the washroom and upon leaving was told by Mr. de Bruijn to never return. As my friend and I descended the stairs, Mr. de Bruijn was placing two tables in front of the newly locked door. After a period of knocking, during which time Mr. de Bruijn neglected to answer any questions and left, a student kindly let us in.

Some minutes later, after having left the library, I decided to go in through the main door with two different friends to read the bulletin board in the hall which had info concerning the paging of books in the stacks. Typically, Erik de Bruijn physically blocked the door and told us to leave. When questioned several times, he simply repeated his demand without explanation and without evidence of the legality to block students from using their library. At one point, fortunately, Mr. de Bruijn was distracted and thus we were able to enter the hall.

As we were reading the bulletin board, I was asked to show my student card. Much to my dismay, Mr. de Bruijn grabbed the card out of my hand and refused to return it to me; he also would not let me or my friends leave the library and resorted to pushing to detain us. When I asked him and three other librarians to call the RCMP because I didn't feel we should be imprisoned in the library, all of them denied me use of a phone. The librarians accused us of causing disruption simply because we were silently wearing or carrying strike support placards.

I'd like to ask Mr. de Bruijn the following questions: Is Main Library not open to the general public? Would I have been kicked out if I did not have a student card? As a student, am I not allowed access to all info in Main? And upon entering, am I not free to leave when I wish? If the librarians were so sure of their right to deny entry and exit to students, why wouldn't they let me call the RCMP? Why had the librarians as-



sumed that just because I was a union supporter I must have been guilty of the recent acts of "vandalism"?

These events clearly indicate intimidation on the part of the administration and management to coerce students into ignoring the strike. Only those students identified as supporting the union were harassed so obnoxiously. It is disgraceful that students are mistreated simply for believing in adequate wages and pay equity, and it reflects the continuing history of administrators' contempt for the feelings and opinions of students. If you've been subject to similar scare tactics, join Students For Fair Treatment as we seek legal advice for wrongs done. Let's keep pressuring Strangway to settle the issue FAIRLY and now, so that things can return to normal.

Students For Fair Treatment meets every weekday at 12pm at the Lutheran Center.

Sabrina Hong  
Arts 5

## Students left dangling

Dr. Strangway is a master puppeteer. He has finely orchestrated the situation that exists on this campus. He has pitted student against student, faculty and everyone else against the workers. And he has done all of this from behind the curtain so that we have not been aware of who is pulling our strings.

By deliberately making university policy regarding student's rights and academic work during this strike so ambiguous, Dr. Strangway has fostered anxiety, hostility and frustration. Students have no information. Faculty are interpreting this policy on an individual basis. From class to class, this policy is being addressed differently. Students fear for their grades, for their whole year and even years of work. The reasons for the policy of collecting names of students who wish to follow their consciences and not cross the pickets are unclear and foster a fear that this list is purely a blacklist. Because of this fear students are not free to follow their consciences and are coerced into attending classes.

And the AMS has played right into Strangway's hands. By not taking a firm leadership role, the AMS has left students to be pulled in a multitude of directions. And yet, the administration can state, with justification, that they can only deal with our "elected" representatives. How can they deal with

a delegation of students of whom there is no assurance of universal representation? They must, of course, deal with the AMS. But the AMS have not been listening to their constituency. They have not been fighting to clarify university policy. They have not been questioning the policy of collecting names of students who are following their consciences. They have not been collecting information, or handing out information. Instead they have been backing up Strangway's position of "Business as usual." They, in short, have not been representing UBC students. So, we are left with no representation, no leadership.

The faculty, too, are not free to follow their consciences. Faculty and instructors are not allowed to unionize. Some are in their pre-tenure years, and risk tenure if they do not teach. Others are not in positions where they can afford to lose their pay if they do not teach. Lower-level instructors risk losing their jobs if they do not teach. And even in the classrooms, there are no concrete guidelines. The deliberate ambiguity of the policy issued by Dr. Birch means that all faculty and deans can interpret this policy individually. Some faculty may try to protect their students by not teaching new material or collecting assignments, but they cannot guarantee that their students will get the same treatment in other classes.

We are the product in this strike. The workers of this university produce educated students which the administration then capitalize on. Between the workers and the administration, there is no grey area. They are either on one side or the other. But we students are left in the middle. And the unfair treatment that we have received has been from the administration. The same body to whom we pay our tuition. The unions have been open and honest. They refuse to produce the product (us) until the administration negotiates in good faith. But the administration has not been open and honest. They have fostered confusion. Instead of shutting down the university, and working to shorten this strike, they are prolonging it and using students to break the spirits of the workers. In this, the AMS has helped. Every day that the AMS has hired a musical band which crossed the picket lines and plays at the SUB the workers on the picket line hearing the music have felt it as a slap in their faces. And each day the AMS keeps their food services open and cashes in on the monopoly situation that exists

# Confessions of a strike-breaker

by Yossarian King

I have crossed the picket lines almost every day since the strike started. I support the strikers. I am a strike-breaker. How to resolve this contradiction?

A recent column in The Vancouver Sun likened the students of UBC to kidnap victims being held for ransom by CUPE terrorists. Anti-union rhetoric aside, it is certainly true that students are caught in the middle of the current labour dispute. Like it or not, we are involved.

As caretakers of the university, the members of the striking union locals have made it possible for us to pursue our education in a clean and comfortable environment. We take this support for granted, assuming that halls and washrooms will be clean when we arrive in the morning, that books will be reshelfed, that application forms will be processed, that meals will be cooked and dishes washed. Every aspect of the day-to-day operation of the university depends on the support staff. Without them, UBC could not function.

Yet most of this activity takes place out of our sight—be it late at night, in back kitchens,

or in secluded areas of the library—and hence out of our minds.

Then, "suddenly," there is a strike, and we must decide how to respond. What seems the most obvious question is "Should I cross the picket line?"

People stay home because they support the strike, right? I'm not convinced. Many people honestly care about the plight of the workers and feel that staying home sends a clear message to the management. However, I worry that a

## Freestyle

lot of people are "respecting the picket lines" either because they think of it as a sort of radical, anti-establishment kind of thing to do, or simply because they want time off school.

And what of those who keep coming to school? These people are strike-breakers because they don't support the strikers, right? Wrong again. Some don't support the strike, others feel the immediate demands of their education to be more important, but most just want to ignore the strike and go about with their regular lives. Just as the work of the union members is normally done in the background, many wish the workers would remain invisible and settle their

grievances in the background.

I think the issue is more complicated than simply deciding whether or not to cross picket lines. There are good and bad reasons both for crossing and not crossing. There are also many other things that can be done to support the strikers—writing letters to the UBC administration and the NDP government, becoming informed about the issues by calling the administration or the union office, going to rallies, joining the picketers, or simply expressing your opinions in conversations with other people. I have tried to do some of these things, and I feel that I have supported the strikers even though I am a strike-breaker (a hero cookie? thanks!) Have I written this article in a selfish attempt to assuage my guilt about crossing the picket line? Perhaps, but I hope not.

The best we can do is to learn about the issues and then let our conscience guide our actions. We owe it to the support staff who make our education possible to at least make our decision an informed one.

To quote Rush:  
*if you choose not to decide  
you still have made a choice*

with the workers on strike, the workers perceive students as being more ruled by their own self-interest than their consciences.

There is no solidarity among the students and faculty in this strike. And this has been deliberately orchestrated by Dr. Strangway and Dr. Birch. Chaos reigns, and that is just what Dr. Strangway wants. For as long as there is no solidarity between students and faculty, and as long as we are forced to operate out of fear for our academic work and our jobs, there will be a pressure on the workers for a quick settlement, regardless of the fairness of the settlement. Only by forming a unified front can we refuse to be used as tools by Strangway and his well-paid group of seven. And only by forming a unified front can we break the strings that Strangway has been using to control us.

Charlotte Vimtrup  
Sociology 3

## From the front line

by Cheryl Niamath

The people who are helping you get a university education are on strike. The people who type your exams, find books for you in the library, serve you lunch at the cafeteria and clean the washrooms you use are walking in picket lines.

A lot of us have already earned at least one university degree, yet we're treated as second-class servants at work, and now as "untouchables" on the picket lines.

It is depressing for us to see the faces of so many of you, who we have spent so much time helping during your time at UBC, crossing our picket lines.

Yes, we do notice who is crossing the line—we especially notice those of you who cross the line with your heads down, afraid to make eye-contact with us.

Some students feel compelled to go to class but are in favour of the strike and sign petitions, go to rallies and wish us good luck; we appreciate their

support.

But students who will cross the picket line in front of the bookstore simply to buy a stamp (or something equally easy to pick up in the village or off campus) are fooling themselves when they say they are supporting the strike. Supporting the strike means supporting the strike ALL THE TIME, not just

## Freestyle

when it won't inconvenience you too much.

You've heard it over and over again: this strike is about fair wages and pay equity. If you are at UBC earning a BA, chances are you'll find yourself in a similar situation to ours before long.

We do not enjoy being on strike.

We do not enjoy walking in picket lines. It's cold, boring, and physically and mentally exhausting.

We do not enjoy inconveniencing students. We are losing income. We would rather be at work.

This strike has dragged on for more than two weeks because the administration will not budge and too many people are not respecting the picket lines (it's funny how those same students who think nothing of skipping class for a few days to go skiing have suddenly developed a great conscience and desire to get their education regardless of whether or not they have to cross a picket line to do it).

Mass student support is essential if this university is ever going to return to normal.

Swearing at people on the picket line, or running your cars into us, or telling us to "get an education" is not going to help one bit to end the strike.

Boycotting classes and putting constant pressure on the administration will.

The choice is yours.  
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# Campus stores garbage at open-air dump

by Graham Coleman



Need we say more?

SAM GREEN PHOTO

Day after day, truckload after truckload, UBC's garbage continues to pile up.

Declared "hot" by the BC Federation of Labour, the university's waste is not being accepted at the unionized GVRD landfill sites. Instead it sits in evergrowing piles on an open-air dumpsite at UBC's Triumph site.

Nick Losito, director of Environmental Health for the City of Vancouver, said if campus waste accumulates into a public health hazard, the university would be ordered to rectify the situation. This could result in the closure of the campus, he said.

CUPE local 116 officials said during the first days of the strike the university was contracting with private companies to cross picket lines and remove garbage from campus.

In response, CUPE has set up a picket line at the single entrance to the site.

Greg Garbe, local 116 member, said, "We're assigned to keep the garbage here, to keep scabs from coming in and taking it off campus. It's been happening, not in the last eight days, but before we got here."

Garbe said although management is collecting garbage from around the UBC campus, they can't take it off campus in a marked UBC truck because the BC Federation of Labour has declared the garbage as "hot."

"So they call scabs in to take the stuff off the campus to GVRD sites and transfer stations. Our job

is to see that they don't get in there, and that if they do, they don't get in there again," he said.

According to local 116 headquarters, the three specific cases cited by Garbe involved Fraser Valley Disposal, Zim's Recycling, and Macs Transfer.

"We've seen them. We've chased them down to the GVRD site...we've had guys view them and follow them and talk to them," Garbe said.

Steve Crombie, UBC media relations manager, confirmed that during the first days of the strike loads of garbage were being taken off campus although he said he was not aware which companies were involved.

Management personnel at the temporary dump site said no replacement labour is being used by the university to collect garbage from campus sites.

"There is no scab labour. For one thing we don't have the budget for it and we're philosophically opposed to it. We will not bring scab labour in. We'll use the people we have or it won't get done," one of the management said.

He and his two colleagues identify themselves only as Plant Operations management.

However, all three management personnel said they were concerned about the possible environmental impact of the open-air dump if the strike continues much longer.

"The Health Inspector is already aware of our situation. At this time we've contacted them and the Fire Department and they are

monitoring it. They haven't said that they'll take any other action on us at this point," one said.

"We've been really lucky with the weather. We're trying to be as pro-active on this as we can so the impact is minimal on the environment and when it's over we can get it cleaned up as quickly as we can," another said.

Losito said the Vancouver Health Department has received calls about the garbage build-up from both the union and the administration. Although the dump does not pose a significant health risk now, the Health department will continue to monitor the situation carefully.

Losito said the health risk could increase if the unseasonably warm weather continues, or—as was the case with the recent "manure pile issue"—if heavy rains arrived causing the piles of garbage to leach into the nearby creek.

Ironically, both sides of the labour dispute agreed that garbage would not have been an issue if the university community were more responsible about the waste it produced.

"All of that huge pile of garbage," one of the management personnel said pointing to the mounds of refuse behind him, "can be recycled, and if all of that were recycled then we wouldn't have to do this and that would be great...The university management is fully committed to getting rid of that ugly, wasteful pile."

## Picket briefs

### (Wo)man the picket line

More awareness of women's experiences could promote smoother negotiations during strikes, said Veronica Strong-Boag, director of the Centre for Research in Women's Studies and Gender Relations.

"In the university community many people are unaware of women's lives. A number of feminist faculty members and students thought there should be more education about women's experiences," Strong-Boag said.

As a result the centre is collecting the stories of some of the picketing women at UBC.

The long-term project, tentatively titled *Voices from the Picket Line*, is fulfilling the research mandate of the centre, she said. "The centre's mandate is to illuminate women's lives and the implication of policies and the effects on women."

Some students and faculty members will interview women on the picket line and write one-page descriptions, which will be compiled and published as part of the centre's research publications.

"I don't think people understand the experiences of the clerical and food services staff. They don't have a sense of people's lives and working conditions." Call 822-9171 for information.

### School of Social Work committee

A committee of faculty members and students in the School of Social Work was set up Friday to review the current strike situation.

The school has been in strong support of CUPE; the school was closed the first day of the strike. Approximately 200 students are in the School of Social Work.

Kathy Oxner, fourth-year student and committee member, said students are concerned about graduating but do not want to cross picket lines. "The faculty is working with students."

Frank Tester, a faculty committee member, said the committee is to decide how the school will deal with different scenarios. "Students think if they cross the picket line they will pass the year. There will be all this paper work to do—who is going to do it? I think students have been misled to thinking if they go to class there will be no hassles," he said.

Faculty members met Monday night and the committee will meet Wednesday. A vigil is planned for Tuesday if negotiations continue, time and place to be announced.

### Spilling milk

Without union consent, UBC's animal science division has received \$2,000 regularly for 4,000 litres of unprocessed milk during the strike.

But this weekend the animal science division dumped 4,000 litres of milk because the Canadian Union of Public Employees did not allow a dairy truck to pass the picket lines Saturday.

Malcolm Tate, head of animal sciences, said negotiations are underway and the milk holding tank has storage space to last until Wednesday. Usually Dairyland picks up the milk to be processed by Lucerne Dairies every 48 hours.

The university decided to donate the milk to charity only after the dairy truck was blocked.

"We really can't afford to lose the revenue but we would rather donate the milk than dump it," Tate said.

by Effie Pow

## Scabs cleaning dirty residences

by Sharon Lindores

Place Vanier and Totem Park residents have been encouraged to do their own cleaning, but they have also been offered scab jobs—as replacement cleaners and receptionists.

In a confidential memo dated March 12, Carl Cooper, residence life manager for Place Vanier says, "Also the campus is looking for some late night security people. If you are interested please let me know."

The memo also claims students who do the work now will have an advantage when summer jobs are available: "We had a housing and conferences managers meetings, [sic] Suzanne Nickles director of Conferences said that any advisor [student floor advisors] who works the front desk or does Garbage will have a huge advantage when applying for conference jobs."

One advisor said, "Despite insurance about advisors who work the front desk having an advantage the residence life manager was quick to warn that the names of the advisors who have done these jobs are to remain confidential."

A front desk clerk is being paid \$15 per hour, \$2 more than the entrance rate for the CUPE position. The Industrial Relations Council has ruled advisors are allowed to do this work.

George McLaughlin, president of CUPE 116 said, "The labour code in its present form is totally

weighted against victims. By allowing replacement workers and also restricting secondary picketing, it makes it very difficult [for unions]."

In a memo to all Place Vanier residents dated March 13 Cooper says, "If you would like to make some money the caf is looking for dishroom people, this is a paid position."

One residence advisor said the university is trying to weaken the union. "I think they are strongly encouraging advisors to break the strike. I think the university plans to keep the union away as long as possible. They are keeping the entire management infrastructure at work to ensure essential service and operations."

Sheryl McNeil, a Totem resident at Kwatkiutl House said, "Floor advisors are doing front desk work. Julie Underwood [Residence Life manager at Totem Park] is hiring resident advisors, whoever wants to do the work to take out the garbage."

Underwood wrote in a letter dated March 7, "Housekeeping services will be stopped. This means that the floor will be responsible for keeping their common areas clean. We need the assistance of the floor members to help remove the garbage...If any common area is deemed to be unacceptably dirty, the floor will be assessed."

The assessment is a floor fine. After Underwood was informed by a CUPE lawyer that her demand for cleaning was illegal, Underwood

encouraged students to help with housekeeping in a memo dated March 10.

Stephanie Palfy, a Totem Park resident in a Nootka House, said the cut backs are noticeable.

"There was no toilet paper this morning in my bathroom. The main lobby and back stairs in my building are an absolute mess. Dirt is piled up on the sides from a week of shoes trampling through and not being swept."

"In the cafeteria somebody dropped a muffin on the stairs, a few people squished it and it was left there for a couple of days. At the bottom of the stairs from the cafeteria there were stacks of dirty dishes. They've probably built up over a few days. Normally housekeeping would take care of dish collection outside of the cafeteria," Palfy said.

McNeil said about 300 people went for two days without hot water. "I don't know what's wrong with the heating but we didn't have any last night. Some people haven't had heat for a week on my floor."

McNeil and Palfy said food prices are going up and cheaper items are running out sooner because of a cut in selection. Some vegetarians are finding their diets restricted.

Palfy said residents are confused about their rights and duties. But she said, "You [residents] are not obliged to do anything out of the ordinary, your rights are exactly as they were before the strike."