

2AUCE

ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES

December 4, 1978

TO THE STUDENTS OF SFU,

Rumours and fears are running rampant on this campus as the community awaits the next moves in the AUCE/ADMINISTRATION contract battle. Students, who fear that a strike or lockout could threaten the semester end's examinations, are often confused about the issues that led to this situation. The main areas of dispute are:

1. The University's refusal to guarantee that a reduction in the workforce will be equalled by a reduction in workload. (Among other implications of this stand is the fact that personnel have progressively less and less time to attend to students, whereas paper work becomes the University's priority).
2. The University's refusal to guarantee that employees will not lose hours of work due to contracting out.
3. The University's insistence on a 2-year contract with NO INCREASE IN SALARIES IN THE FIRST YEAR OF THE CONTRACT. The only money offered in the first year is a one-time \$400.00 bonus for full-time employees (this is not a salary increase) and 11¢ an hour on a base rate of \$4.44 for student workers.

The second year of the proposed contract would offer a 4% increase to cover the period April 1, 1979 to March 31, 1980. Because the bonus in no way increases our salaries, the 4% wage offer is an increase of only 4% on our November 1977 base rates.

A letter circulated by Bill Yule, Director of Personnel, states that AUCE workers are overpaid and that the "University should strive to maintain a position near the mid-point" of private sector wages. Although the private sector wages and grade scales presented by Yule are unsubstantiated and practically useless for meaningful comparisons, AUCE is nevertheless proud to admit that it fights to lead, not follow, the private sector. Women are traditionally underpaid and AUCE members (the majority of which are women) fight for all women workers when they fight for decent wages. The University administration understands this, as is clear by their insulting insistence on a bonus. Before women workers unionized they were often thrown tidbit Christmas bonuses by the boss in "appreciation" of their services. AUCE workers know the value of their labour and negotiate for wages; they won't accept arbitrary gifts. The bonus tactic is an attempt on the part of the Administration to return to pre-union paternalism.

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STAFF, STUDENTS & FACULTY THROWN INTO ECONOMY SOUP.

The University Review Committee's report of last spring recommended reduction in support staff, increased faculty workloads, increased class sizes, fewer course offerings and as a reward for all these reduced services, an increase in tuition fees. The Administration is intent on running an economical business first; education becomes incidental. Workers and students are being hit by the cutback philosophy which sacrifices education to economy. Realizing that we ARE FIGHTING BESIDE STUDENTS, we have attempted in any strike strategy to put pressure on the Administration while at the same time at least ensuring that students can complete this semester without serious interruption. Our plans of rotating strike action would minimally affect students but the University has openly threatened to lock out the Union. Such an extreme tactic on the part of the Administration could have a disastrous impact on all campus services by involving all other unions on campus, including cleaners, bus drivers, maintenance, cafeteria and daycare workers. AUCE has asked for binding arbitration, the Administration refused. It is clear that the University is not eager to resolve this conflict and will not hesitate to sacrifice the students. AUCE, other campus workers and the students must unite to re-establish the principle of meaningful education on this campus.

WHAT CAN STUDENTS DO?

1. Discuss the AUCE situation in light of the URC cutback recommendations at your student union meetings and write to the Administration urging it to negotiate fairly with the Union;
2. invite AUCE members to your student union meetings;
3. write individual letters to the Administration in support of the Union and in opposition to cutbacks;
4. contact Helen or Lisa, AUCE Support Committee, at 4433 to help in distribution of information leaflets and to relay YOUR SUGGESTIONS as to how we can fight together;
5. organize a mass demonstration in support of AUCE and in opposition to cutbacks.

Although the work we do may not be very visible, we support students in many ways every working day. NOW WE NEED YOUR SUPPORT.

Job Action Committee
AUCE Local 2

cc: The Peak