

Association of University and College Employees

LOCAL No. 1 (U.B.C.)

July 18, 1977

TO: All Members

FROM: Your Contract Committee

PROPOSALS CHANGED OR WITHDRAWN

Continuing the effort to speed the settlement of a new contract, the general membership meeting of last Thursday, July 14, agreed to reduce the number of outstanding issues in negotiations by making the following changes in the Union's position:

7.05 Collective Bargaining - proposal reduced from unlimited number of members of the Contract Committee to 10 - one for each of 9 divisions plus the president.

21.04 Courses During Working Hours - proposal withdrawn

21.06 Graduate Studies - proposal to delete withdrawn

27.05 Accumulation or Carry-Over of Vacation - proposal for extended banking of vacation entitlement withdrawn

28.02 Work Day and Work Week - proposal withdrawn

28.03 Relief Periods (Coffee Breaks) - proposal withdrawn

28.05 Shift Work - proposal for a weekend shift withdrawn; shift differential proposal reduced to 75 cents

30.01 Leave of Absence Without Pay - proposal withdrawn

30.02 Compassionate Leave - proposal for increased leave withdrawn; proposal to define "immediate family" to include unspecified relations when appropriate and to include close friends to stand.

30.05 Medical and Dental Plan - proposal to include all part-time employees withdrawn

NEXT STEP TO SPEED A SETTLEMENT

A year and a half is a long time without a raise, even without the roll-back and pay-back decreases, and ten months is a long time to work without a contract.

The Contract Committee has made some compromise agreements with the University and has recommended the changes in position outlined above which were adopted by the Union.

This initiative should help speed the resolution of negotiations, but more action is necessary to encourage the University to negotiate seriously toward a satisfactory settlement. The Contract Committee now, more than ever, needs the support of all Union members.

In the past we have found that the University has not been willing to make an acceptable offer without the threat of job action. In 1974 it took a study session and a strike vote; in 1975 it took a strike vote and an actual strike to get a contract. The experience of this year's seemingly endless negotiations would seem to continue the pattern. We cannot wait on the University forever; we must act ourselves.

With this in mind, the the executive, at the request of the Contract Committee, has called a special membership meeting for July 28. This meeting will:

(1) consider the University's offer as represented by their position in negotiations at that time. If this offer is acceptable, we have a contract and negotiations are over; if not the meeting will proceed to:

(2) consider changes in the Union positions, including: (a) reduction of wage demand, (b) change in Sick Leave proposal, (c) change or withdrawal of Second Calendar Year vacation proposal.

(3) discuss the Strike Vote which was authorized by previous membership meetings. If the University's position is rejected, strike vote ballots will be mailed July 29 to be returned by August 9.

(4) hear a report from the Strike Committee including suggestions for other means of supporting contract negotiations.

Before this meeting there will be a special edition of the newsletter including: (1) some details of the issues in negotiations and (2) information on a Strike Vote - what it means, why it's necessary.

Read the newsletter and bring it to the meeting:

SPECIAL MEMBERSHIP MEETING
TO DISCUSS UNIVERSITY OFFER
AND STRIKE VOTE
THURSDAY, JULY 28 12:30 - 2:30
HEBB THEATRE

P.S. Jeff Hoskins of the Contract Committee is now in the Union Office when not in negotiations or other meetings. He is available to give information and answer questions on negotiations etc. at 224-5613.