

March 20, 1979

Isabel and Debbi met with Lissett Nelson, a former member of the Strike Committee, to discuss strategy to prepare for striking. Once again, we felt an all out strike was the answer but know the difficulty in convincing the members. Leafleting was one way to keep members, students, faculty, and members of other unions informed. We are preparing to leaflet after the 3 days of March 19, 20, and 21 are finished in mediation and depending on how this goes will proceed.

Attached are leaflets that were distributed in the past.

How can **YOU** help
AUCE?

- Wear our Union buttons which say "I SUPPORT AUCE."
- Put a bumper sticker on your car which says "SUPPORT AUCE."
- Send letters to the newspapers & the UBC Employee Relations Office stating your support.
- Join in other actions which we may take to settle our contract.
- Respect our picket lines if we must go on strike.
- Help us obtain the support of other unions and organizations.

WE NEED YOUR SUPPORT!!! JOIN US!!!

Women Work As Hard As Men!

End Sex Discrimination

In Wages!

***AUCE
NEEDS YOUR
SUPPORT***

**AUCE
WITHOUT A
CONTRACT
SINCE
SEPT. 76**

Who are we? What is our situation?

The Association of University and College Employees, Local 1 represents 1300 clerical and library workers at the University of British Columbia. More than 90% of our members are women. Our Union was certified in April, 1974 and since then we have gained improved benefits through the negotiation of two collective agreements.

We began negotiating our third agreement in August, 1976. After more than eight months, we have yet to reach a settlement.

Our maternity benefits, our grievance procedure, our rights relating to transfers, promotions and reclassification and our job security in general are being threatened. We are fighting just to maintain benefits that the University has agreed to in past contracts.

The University's latest package offer proposes a two year contract, offering increases of \$42 per month for the first year and \$32 per month for the second year! This offer, which represents a mere 4.8% wage increase in the first year and 3.5% in the second, is less than the 8% and 6% AIB guideline figures sanctioned by the Federal Government for the same two year period.

The offer UBC Faculty has received is very different from ours: 6.25% wage increase retroactive to 1976 plus (and the plus is important) \$386 as career adjustment "for each member who has made satisfactory progress," \$265,875 in merit awards for approx. 25% of the members, \$265,875 in special adjustments to salaries, and \$531,750 to be set aside for further considerations in salaries.

What is AUCE's reaction to UBC's offer and to AIB controls?

The \$42 increase that the University has offered would not even compensate for the loss we are suffering as a result of the 4% AIB rollback of our 1975-6 wage rates. Due to this recent ruling, our salaries have been reduced by \$32 per month. In addition, many members must pay back approximately \$454 to the University.

When one takes the payback into consideration, one discovers that the University's offer represents an average increase of about 2.7% over 33 months - under 1% per year.

Women have traditionally been the lowest paid workers in Canada. While AUCE has certainly felt the effects of wage controls, we have seen little in the way price controls. The 1975-6 increase in cost of living in Vancouver was 11.1%, ICBC rates increased by 200%, sales tax increased 40%, ferry rates were up 200%. The January 76 - Jan. 77 increase in cost of living in Vancouver was 8.7%. It would appear that the AIB exercises its influence arbitrarily and is particularly oppressive with regards to working people.

What about equal pay for work of equal value?

Our efforts to at least partially eliminate the gap existing between female and male workers on campus are continually hampered by the University and more recently, the AIB. Women workers on campus are receiving approximately \$250 per month less than equally qualified men on campus.

After three years of struggle, our wages are still far behind those of male workers who are often less qualified. An assistant technician in the CUPE bargaining unit on campus, for example earns \$1065 per month while a Clerk 1 in AUCE (a position requiring similar qualifications) earns \$728 per month. The University's current "offer" and the AIB's imposed stringencies succeed in perpetuating the disparity between wages earned by men and women; they also prevent AUCE Local 1 from gaining parity with other AUCE Locals.

AUCE is faced with many other problems. We are losing jobs in our bargaining unit through attrition and we are constantly having to argue over contract interpretation via our grievance procedure - the University is opposing us on all fronts.

Are we asking too much?

The position of the A.I.B. and the federal government is that wage and price restraints have been necessary to curb inflation, and will be necessary for some time, in a modified form, if labour and management agree to the voluntary restraint program.

If we consider that the cost of living in Vancouver increased by 11.1% for 1975-1976 and by 8.7% for January 1976 to January 1977 and that prices continue to steadily increase, it is apparent that only working class people are being affected by the controls. Should we assume that the government knows best and curb our demands?

A.U.C.E. Local #1 has, in each of its collective agreements, endeavoured to achieve equal pay for workers in "female type" jobs with workers in "male type" jobs. Blue-collar clerical jobs - typists, clerks, bank tellers, library workers - have traditionally earned substantially less than physical jobs requiring no more, and in many cases fewer skills. The gap between the two fields is, in fact, widening. The average wage differential between men and women in 1973 was \$1500.00. Last year it was \$3500.00. The base rates at U.B.C. for C.U.P.E. in its present contract are:

For a 37½ hour work week -

LABOURER I	\$1084.00/mo.
TRUCK DRIVER (LIGHT)	\$1117.00/mo.
GARDENER	\$1212.00/mo.
MAIL CLERK	\$1155.00/mo.
KIOSK ATTENDANT	\$6.03/hr. \$932.00/mo. approx.

The minimum rate for a mail handler (CUPW, inside worker) is \$5.92 an hour. The minimum rate for a labourer with Workers of the Forest Products Industries is 6.89 an hour. A.U.C.E.'s base rate is 4.79 an hour. Both of the former unions also have a cost of living allowance clause based on the Consumer Price Index.

Some unions in the Lower Mainland with comparable types of jobs already have higher wage scales. SFU and Capilano College A.U.C.E. members have had continually higher wages. As of August 1, 1976 the base rates as compared are:

U.B.C.	\$728.00
S.F.U.	\$850.00
CAP. COLLEGE	\$823.00

A Clerk I at the Vancouver Resources Board makes \$786.00/mo. In addition to providing higher wages, their contract also contains several other benefits that A.U.C.E. is lacking :

- All employees, whether union or not, pay monthly union dues
- 4 weeks vacation to start, 5 weeks after 8 years
- Special leave for -

Marriage - 3 days
Marriage of one's child - 1 day
Serious household emergency - 1 day
Moving household effects - 1 day
Attending citizenship hearing - 1 day
Leave with pay for 5 days in the event of serious illness in the immediate family and may be extended to 26 weeks (without pay)

S.F.U. also has an extended sick leave plan, this sick leave entitlement is based on seniority as follows:

- 1) Less than 3 months including probation-entitlement is 1 week at 100% of employee's salary
- 2) 3 months of service but less than 1 year-entitlement is 4 weeks at 100% of regular salary, then 12 weeks at 75% of salary
10 weeks at 60% of salary for a total of 26 weeks.
- 3) One year of service but less than 5 years- entitlement is 12 weeks at 100%
4 weeks at 75%
10 weeks at 60%
- 4) 5 years or more of service- entitlement is 26 weeks at 100%

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MATHEMATICS

Association of University and College Employees
Local No. 1
University of British Columbia

AUCE membership's wages rolled back
by AIB.

AUCE members payback \$454.00 each

Jobs are being reduced by attrition.

Tuition fees increased.

Residence rents increased.

Parking fees increased.

Services cut, programs cut, classes
increasing in size.

WHERE DOES ALL THE MONEY GO???

AUCE WANTS A FAIR SETTLEMENT.

AUCE

Local 1

U.B.C. FACULTY

have received a wage increase offer of 6.25% plus \$386 ("career adjustment"). In addition: The sum of \$265,875 for merit awards; the sum of \$265,875 for special adjustments to salaries; and further, the sum of \$531,750 to be set aside pending further consideration of their salary scale.

AUCE is still negotiating for a 1976-77 contract. In contrast to the faculty proposal, AUCE has been offered a 2 year package with a wage offer of \$42.00 in the first year and \$32.00 in the second year. This increase does not even cover the 4% rollback of wages and the \$454.00 every member has to pay the University due to the A.I.B. ruling.

AUCE

wants a **FAIR SETTLEMENT**

**WE NEED YOUR
SUPPORT**

AUCE

LOCAL 1

DURING THE GENERAL MEMBERSHIP MEETING OF MARCH 3RD THE FOLLOWING MOTION WAS PASSED:

THAT UNLESS A SETTLEMENT IS REACHED BY OUR NEXT LUNCH-HOUR GENERAL MEMBERSHIP MEETING, WE DISCUSS AT THAT MEETING WHETHER OR NOT TO HOLD A

STRIKE VOTE

WE URGE EACH MEMBER TO ATTEND DIVISION MEETINGS TO DISCUSS POSSIBLE STRIKE ACTION.

SUPPORT OUR

CONTRACT NEGOTIATIONS



Questionnaire

Please fill out the following and return it to the Union Office preferably before May 16, 1977. If you receive this a little late or if you return from vacation and find it sitting on your desk please do not throw it away - return it to us no matter how late, we need a response from each of you.

Name _____ Department _____
Home Address _____ Home phone _____ Office local _____

1. Do you work a flexible work week? Yes ____ No ____ If so please note which day of the week you normally take as your dayoff. _____
2. How long do you normally take for lunch? 1 hour _____ 1/2 hour _____
Is it possible for you to take 1 hour for lunch occasionally, if you normally take only 30 minutes? Yes ____ No ____
3. Which of the following time periods does your regular lunch hour fall into?
11:00 - 11:30 _____ 11:00 - 12:00 _____ 12:00 - 12:30 _____
11:30 - 12:00 _____ 12:00 - 1:00 _____ 12:30 - 1:00 _____
1:00 - 1:30 _____ 1:30 - 2:00 _____ 1:00 - 2:00 _____
4. If you were asked by AUCE to help out occasionally during a lunch period, is there any particular day of the week that is best for you? _____
5. Would you ever be willing to help out after work or on week-ends? Yes ____ No ____
If yes, please specify convenient nights and times. _____
6. Do you have the use of car during the day time? Yes ____ No ____
7. Would you be willing to help out occasionally during the evenings if the union provided some child care arrangements or paid for your regular babysitter? Yes ____ No ____

* * *

We must show the University Administration that we support our current contract demands. To build that support, both inside our Union and among the public, we can take certain actions leading up to our strike vote.

Several of these actions are listed below. Please indicate which of the following activities you will participate in:

1. INFORMATION LINES

- ☐ Distributing leaflets
☐ Selling buttons and stickers
☐ Discussing negotiations and suggesting support to the public.

2. PUBLIC RELATIONS

- ☐ Postering inside divisions and around the campus
☐ Distributing posters for off-campus posting
☐ Promoting support among other unions and organizations

3. BUILDING EFFECTIVE STEWARD STRUCTURE

- ☐ Visit shop areas: do they have stewards? are they informed?
☐ Organize division and steward meetings

Based on the information provided in the first half of this questionnaire, you will be contacted shortly by telephone. We hope to give people approximately three days notice before we ask you to participate in your chosen activity during a lunch hour and at least 1 week's notice before we ask you to help out on a day off.

Association of University and College Employees

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

Dear Member:

At our April 14th general membership meeting the following motions were passed:

- 1) That the membership empower the Strike, Contract and Executive Committees to hold a strike vote in June, and
- 2) To approve the proposed plan of action as outlined on page 30 of the April 7th issue of the "Across Campus."

As you may conclude from reading the above-mentioned article, we need to carry out a publicity campaign to promote public support for our demands, but also and very importantly, we need to involve all our members in the development of such a campaign. This involvement is the only guarantee of a successful strike vote, and it will be the only way to tell the University that all of us are behind our demands and that the Administration's lack of respect for them will only strengthen our will to fight.

Everyone of us can do a little something for this publicity campaign to prepare the strike vote. We don't expect anyone to do it by themselves, we want and need to do it together; as a way of coming to know each other and to learn from one another. When we stand together our energies are most effective.

Your participation, even if small, will mean a lot to the Union as a whole. Without it, there is nothing the committees can do. No publicity campaign can be effectively carried out by the efforts of a few. There is no reason for it either; we have 1,200 members. Surely with a little help from everyone we will be heard and taken seriously.

Don't put this letter aside until you have filled out at least one of the boxes on the attached questionnaire. Do it for the Union; for yourself!

Most Sincerely,

AUCE Local 1, Strike Committee