

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~~ *translating into* increases of \$50 per month for the first year and \$36 per month for the second year! This offer, which represents a mere 5.6% wage increase in the first year and 3.8% in the second, is less than the 8% and 6% AIB guideline figures sanctioned by the Federal Government for the same two year period.

*For 77-78*  
~~The offer UBC Faculty has received is very different from ours:~~ 6.25% wage increase <sup>4</sup>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 \$50 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.