

AUCE UNION MEETING TO VOTE on the University's Contract Proposals

Monday, July 22, 12 pm. to 2 pm.
Hebb Theatre

UBC VGH Staff will meet at:
B Lecture Hall
12 pm. to 2 pm.

Permission has been given by the University administration for AUCE to have a 2 hour lunch for a meeting.

On July 17, 1974 the University bargaining team offered A.U.C.E Local #1 the following package deal:

HOURS OF WORK: 35 hour week

VACATIONS: 2 weeks after 1 year (3 weeks after 1 year
as of April 1, 1975)
3 weeks after 2 years
4 weeks after 5 years
5 weeks after 12 years

WAGES: 1. Across-the-board increase
2. Contract expiry date - September 30, 1975
3. \$90.00 as of July 1, 1974
\$70.00 as of April 1, 1975
4. Step increases on July 1
5. July 1 increases may be withheld for "cause"
6. No retroactivity

The A.U.C.E. contract committee voted unanimously to recommend that we reject this offer. There are several reasons for this unanimous recommendation.

The offer does not eradicate the unjustified wage disparities between clerical and technical staff on campus. The base rate for an Assistant Technician I in C.U.P.E. on campus is \$729.00/mo. The University wage offer would mean a present base rate of \$498.00 for a Clerk I, then \$568.00 in April, 1975.

It would take \$273.00/mo. for U.B.C. employees in the Faculty of Medicine to catch up to their V.G.H. co-workers who are doing the same work. Some U.B.C. employees supervise women who are making over \$250.00/mo. more than they are.

The University has refused any retroactivity. Since other campus employees have recently received pay increases which included retroactivity to January 1, 1974 there is no reason A.U.C.E members should not be granted the equivalent.

In 1973 there was a 53.7% turnover at U.B.C. and presently there are close to 100 vacant positions on campus. U.B.C. can no longer compete on the open job market. It is obvious that clerical and library wages on campus need drastic revision. We need a catch-up increase as well as a cost-of-living increase. The U.B.C. offer may look good on paper but it will keep our base rate below \$500.00 until April, 1975.

The offer does nothing to alleviate the wage discrepancies due to the old "merit" system. Step increases can still be withheld for "cause" and there is no provision to upgrade those staff members who are presently on their incorrect seniority step.

Though the University offered us \$90.00 now and \$70.00 in April, 1975, averaged over the contract period (July, 1974 to October, 1975) it means \$118/mo. increase -barely more than what the non-union staff at S.F.U. received.



There is no reason why we should not be getting 3 weeks vacation after 1 year. S.F.U. already has this as well as B.C.G.E.U., a union that covers 30,000 provincial government employees in B.C.



The University offer does not include any flexibility in work hours except in those places where flexible work hours already exist.

What is our next step ?

At the membership meeting on Monday, the following motions will be presented:

1. Moved that
A.U.C.E. Local #1 rejects the U.B.C. package proposal presented in mediation on July 17, 1974.
2. Moved that
A.U.C.E. Local #1 conduct a referendum strike vote to reiterate the membership's determination to obtain its demands.

There are several things to be taken into consideration regarding this proposal for a strike vote.

A "yes" on this strike vote will show the University that we are once and for all standing firm on our contract demands.

A strike vote means we are prepared to go on strike if necessary. The actual decision to strike would have to be made at a subsequent membership meeting.

The University professes to play a leadership role in the community. The Administration itself, as reported in the "President's Ad Hoc Committee Report on the Status of Women at U.B.C." recognises the fact that jobs traditionally designated "female" are paid less than those traditionally designated "male", and that this is not necessarily justified in terms of importance of work performed or skills involved.

In previous negotiations the University and the Union agreed to the following clause:

"The University and the Union agree to establish an appropriate and fair weighting scale for financial reward with regard to mental effort as compared to physical effort, and clerical skills as compared to technical skills."

From the University's wage offer it is clear that they have no intention of living up to this agreed contract clause.

The A.U.C.E. salary proposal is based on two things - a cost-of-living increase and a catch-up increase for our clerical skills as compared to other job occupations on campus.

The University's proposed \$90.00 per month increase will barely cover the increase in the cost of living. It does not in any way close the unjustifiable monetary gap between clerical workers and other job classifications on campus.

For instance, a Clerk II requiring a minimum of 2 years' office experience plus business training receives \$469.00 per month. An Assistant Technician I at U.B.C. requiring no experience or education starts at \$729.00 per month.

A.U.C.E. was formed by the clerical and library workers on campus because we know our jobs and needs best. Our negotiations with the University are an opportunity for us to show not only the University, but other employers of clerical workers, that we can no longer tolerate the fact that our skills are so underrated.