

AUCE'S STILL FIGHTING

The following information is being distributed in order to clarify to the University community AUCE Local 1's negotiating position. This community must realize that the issue of contention is NOT money, it is justice -- it is not 19% or 21% pay increases, it is equal pay for work of equal value.

We have returned to work after a one week strike, without a contract. We came to the realization that a settlement was not imminent and it was time to change our tactics. We are still fighting. We are still negotiating.

AUCE Local 1, after striking for one week, has won a number of important issues. However, the most important one -- the restructured wage scale, which is designed on the philosophy that work of equal value deserves equal pay -- still remains outstanding. The reason the University has given AUCE for not accepting AUCE's restructured wage scale is its "fiscal responsibility." [UPC Reports, Vol. 21, No. 17, December 10, 1975, page 4]

On Sunday, the fifth day of our strike, in view of the argument that the University had been broadcasting, our Contract Committee thought that we would be offered a restructured wage scale at the negotiating table. The University prepared their proposal but the Union felt that the University's so-called compromise in the direction of restructuring was not only more unjust than their former offer of 19% but was even more inequitable than the wage structure under which we are presently working. We then asked to discuss the University's previous and long-standing offer of 19% -- but the University said no. It therefore became abundantly clear that the University simply did not want to settle; especially in view of the following from the UBC Reports, Vol. 21, No. 16, of December 8, 1975, front page: "Mr. Connaghan said that in a number of instances, the difference between UBC's offer and the union's demand is only \$174 over the entire 12-month life of the contract. He said some of those on strike have already lost this much or more since they went off the payroll at midnight last Tuesday."

FEDERAL GUIDELINES

It is indeed difficult to accept the University's concern for the Federal Guidelines in view of the following expressed opinion of Mr. Connaghan as quoted in UBC Reports Vol. 21, No. 16, December 8, 1975, page 1: "Although our offer is considerably above the ceiling imposed by the wage guidelines introduced by the federal government in October, we have taken the stand that the offer was on the table before the guidelines were announced and that we made the offer in good faith."

We are even further confused by the following list of affordables as itemized in the current University budget, as authorized and approved by UPC's Board of Governors. These figures were presented to AUCE Local 1 at our general membership meeting of Sunday, December 7, 1975 by Svend Robinson, former Student Representative to and Member of the UBC Board of Governors, who recently resigned from his position as Student Representative to protest what he has called his extreme dissatisfaction with the UBC negotiating team.

- Average salary increases of \$3,400 per year for Faculty
- \$250,000 for "merit increases" for Faculty
- \$123,000 for "salary inequities and anomalies" for Faculty
- \$25,000 for Faculty and President's Office "entertainment"
- \$100,000 to replace present side-ways signs on campus
- \$120,000 for "travel to learned societies" for the Faculty of Arts alone
- \$220,000 for four Vice-Presidents
- \$5,750 for "domestic servant and garden maintenance" for the President
- \$15,000 for Faculty Club and University Social Centre
- Sabbaticals at 60% of salary for Faculty

The Union is preparing a tabloid to be distributed to the University community to ensure that our position, both historically and presently, is fully explained. Notices of information meetings between members of AUCE Local 1 and other workers, faculty, students will be posted shortly. For more information or clarification of the progress of negotiations ask an AUCE member or phone the Union office - 224-5613.