

# Association of University and College Employees

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

PRESS RELEASE - DECEMBER 9 1976

A.U.C.E. Local 1, representing 1300 clerical and library workers at the University of British Columbia, has just learned that the Anti-Inflation Board has rolled back its contract.

The Union's membership is 90% female.

The contract was signed one year ago- in December, 1975, and was effective as of October 1, 1975. The rolled-back contract expired 3 months ago- on September 30, 1976.

The Union received an increase in wages and benefits averaging 19%. The AIB has ruled that this should be reduced to 15%. Employees will have to pay back the difference retro-actively for the last 15 months.

The Union had applied for an exemption under that section of the AIB guidelines that allows for pay increases that eliminate sex discrimination in pay practice.

The Union seeks parity between its clerical jobs and the technical jobs under the jurisdiction of another campus union. A.U.C.E. maintains that both the clerical and the technical jobs are of equal value and involve a comparable level of skill, qualifications, and responsibility. The bottom clerical position paid \$760 per month before the roll-back, and will now pay approximately \$725 per month. The lowest technical job pays \$1022.

"The only real difference between the technical and clerical positions is the fact that the former are held largely by men and the latter largely by women. Last year's 19% helped to partially close the gap between the two. This roll-back will widen it once again.

"Our union has always maintained that the most wide-spread form of sex discrimination in pay practices is that which dictates that "female-type" jobs be rewarded far less than "male-type" jobs. The AIB could have invoked the provision in the guidelines which allows for pay increases that eliminate sex discrimination. By refusing to invoke that provision, the AIB has shown a callous disregard for the status of women workers.

"In society at present, women workers earn on average somewhat more than half as much as men workers. Because the Anti-Inflation Program provides for a percentage increase, women workers receive a smaller increase in actual dollars. Despite all the hoopla around International Women's Year, the fact is that the AIB is insuring that the gap between men and women in the work force is actually widening."

-30-

AUCE LOCAL ONE GENERAL MEMBERSHIP MEETING 12:30 - 2:30 DECEMBER 9 1976  
SUB BALLROOM

1. No smoking
2. MOTION: That there be a two minute time limit on all speakers for this General Membership Meeting only. 5 min  
Moved: Fairleigh Funston  
Seconded: Pat Gibson
3. Adoption of agenda
4. Adoption of previous minutes
5. Dues referendum results 5 min
6. Business arising from the minutes 5 min
  - a. Closing of nominations
    - 1/ President
    - 2/ Recording Secretary
    - 3/ Strike committee
7. Correspondence 3 min
8. Financial Report - Jeff Hoskins 7 min
  - a/ That the membership authorize \$750 for office expenses for the month of November.
  - b/ That the membership authorize the payment of \$25.01 to Judy Todhunter (Rep. for the Grievance Committee) to reimburse her for the remainder of the conference fees (Current Issues in Grievance Arbitration Seminar). We also request that the membership authorize the payment of Judy Todhunter's salary for the 26th of November for the attendance of the above seminar.
  - c/ That the membership authorize the payment of the Provincial per capita tax.
  - d/ That the membership authorize the payment of \$275 for rental of the SUB Ballroom for today's meeting.
9. Report on AIB roll-back. - Francis Wasserlein
  - a/ Report on all information we have to date & brief question period. 10 min
  - b/ MOVED 10 min
    - 1/ that we retain a lawyer for advice if necessary.
    - 2/ that the Executive be responsible for negotiations which will (i) renegotiate Article 36.02 with the University (ii) do all necessary research
    - 3/ That a special 2 hour lunch membership meeting be held within the shortest possible time to present possible solutions for ratification by the membership.
    - 4/ that the Executive be given a mandate to negotiate the best possible solution to this present difficulty, with particular attention to maintaining the integrity of the pay scale.
  - c/ That this meeting issue a press release re. the rollback, with the following text: (distributed separately). 10 min
10. Contract Report  
Report on the progress(?) of negotiations, plus a couple of proposed changes to some of our proposals.
11. Grievance Report - Please refer to motions printed in newsletter. 20 min
12. Contract Report - Part II 5 min  
Motion for reconsideration of Job Evaluation Committee - as printed previously in newsletter.
13. MOTION re. proposal for short lunch hour meetings in lieu of after work meetings - as printed previously in newsletter - Pat Gibson 5 min
14. MOTION: By-laws amendment to change quorum - as previously printed in Newsletter - Gaye Neille 5 min
15. Other business