

# Association of University and College Employees

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

March 27, 1980

## CONTRACT/80 BULLETIN 7

The last bulletin we sent out to you explained about the appointment of mediator Jock Waterston and reported that we would be having our first set of meetings with him on March 25, 26, and 27th. Well, at the time of this writing (the evening of March 27) the mediator has been and gone, and we have been back in regular negotiations with the University for a day and a half. Mr. Waterston told both parties that since each thought movement was possible, we should meet together across the table again, and although he has not reported out, he will not be participating in our negotiations at this time.

A-An-n-d...there has been movement - at least by us. We have agreed to recommend agreeing to several University proposals, dropping a couple of ours, and even managed to sign a couple of our less controversial proposals! We have reworded many of our own proposals time and again (in some cases three or four times) in an effort to deal with the University's concerns. What this leaves us with - on the rest of our proposals - is four problem-ridden "maybe's" and around 20 "no's", "definite no's" and "absolute no's". When they are not speaking in these monosyllabic tones, the University's responses have been stock, ie: "this concept is unacceptable"; "the University is philosophically opposed to this concept", etc. However, being ever-optimistic, we have reworded several clauses in the hopes that they may be up-graded from an "absolute" to a "definite", from a "definite" to a plain "no", or - you could knock me over with a feather - even to a "maybe".

The University is simply not bothering to address your serious concerns - both monetary and non-monetary. They continue to refuse to consider our clause guaranteeing unpaid leave for adoptions. They oppose paying a percentage shift differential, even though C.U.P.E. has it. They are still insisting on a 3 year contract. They say this is for stability -- but guess who takes the fall in today's economy! They have not responded to other monetary issues such as: time off at Christmas, or 100% medical/dental. They have not moved from their original insulting wage offer. The University's attitude towards our monetary and wage proposals has illustrated that they want half our proposals "knocked off the table" before they begin to move. In fact, they told us in front of the mediator that 99% of the Union's demands were "abhorrent" to the University and would have to go before they began to make serious movement.

**special contract  
membership meeting  
april 9, 1980 - wed.  
i.r.c. #2 12:30 - 2:30**

For all the time devoted to monetary issues, you would think they weren't important this year! Maybe they think we're kidding. All we can say to that is that the hospitals used to think the nurses were kidding and look at them now!

On the question of wages, perhaps some randomly selected facts and figures would interest you.

1. A secretary III at UBC starts at: \$1131/month
2. A kiosk worker in CUPE at UBC starts at: 1154/month
3. A secretary III at SFU starts at: 1340/month
4. A Jr. Technician in CUPE (job description similiar to our pay grade II) starts at: 1300/month
5. A mail clerk in CUPE starts at: ~~1360~~<sup>1315</sup>/month
6. A secretary III at Cap. College starts at: 1352/month

Fascinating in a depressing sort of way, isn't it?

The Contract Committee has also set up a system of daily contact and regular meetings with the Strike Committee.

As you can surmise, at the April 9th Special Membership Meeting, there will be alot to report on and discuss. An answer to the burning question: "ARE WE KIDDING?" is essential!!

PLEASE COME!! It is important, both to this committee, and to the settlement we all reach that you do not merely send your best wishes.

We need you -- and -- you need you!!

FROM: The Contract Committee:

Wendy Bice  
Judy Blair  
Neil Boucher  
Marcel Dionne

Ann Hutchison  
Cathy Mooney  
Nancy Wiggs  
Susan Zagar