

AUCE Local One (UBC) NEWSLETTER

Association of University & College Employees

ACROSS CAMPUS

VOL. 2 NO. 7
AUGUST 1975

2162 Western Parkway - 224-5613

WHAT KIND OF NEWSLETTER IS THIS?

- A STATEMENT -

FROM THE COMMUNICATIONS COMMITTEE

The Communications Committee sees the contents of the Newsletter as divided into 3 rough classifications:

1. official union business - this consists of reports and statements by elected officials or standing committees, and is signed as such.
2. articles solicited by the Committee - based on some 'theme' in a particular Newsletter; for example, two opposing articles on wages, the Strike Committee, the Provincial Association, etc. The Communications Committee takes responsibility for the 'theme' as a whole, but not for the content of the articles comprising it.
3. letters and unsolicited articles, poems, reviews, etc. - we take no responsibility for the contents here, and we print them depending on space availability, suitability in terms of union priorities, and Newsletter themes. Generally, if articles are received but not printed in the next Newsletter, they are given top priority in the following Newsletter. If articles or letters are changed, this is done only with the permission of the author.

Again, we wish to state that the Committee will print only signed articles (we will consider requests to keep the author anonymous, but the draft submitted must be signed). We will try not to print anything libelous. Deadlines for the subsequent issue will appear (hopefully) in the current issue.

As regards attachments which will be stapled to the newsletter, only official union business sheets will be attached.

Signed by the following elected and volunteer members of the Communications Committee: Jean Elko, Jack Gegenberg, Louise Hamilton, Margot Scherk, Karen Tostowaryk. Peggy Smith & Heather Prittie are also members of this commt. However they were not available for the discussion and decline from signing.

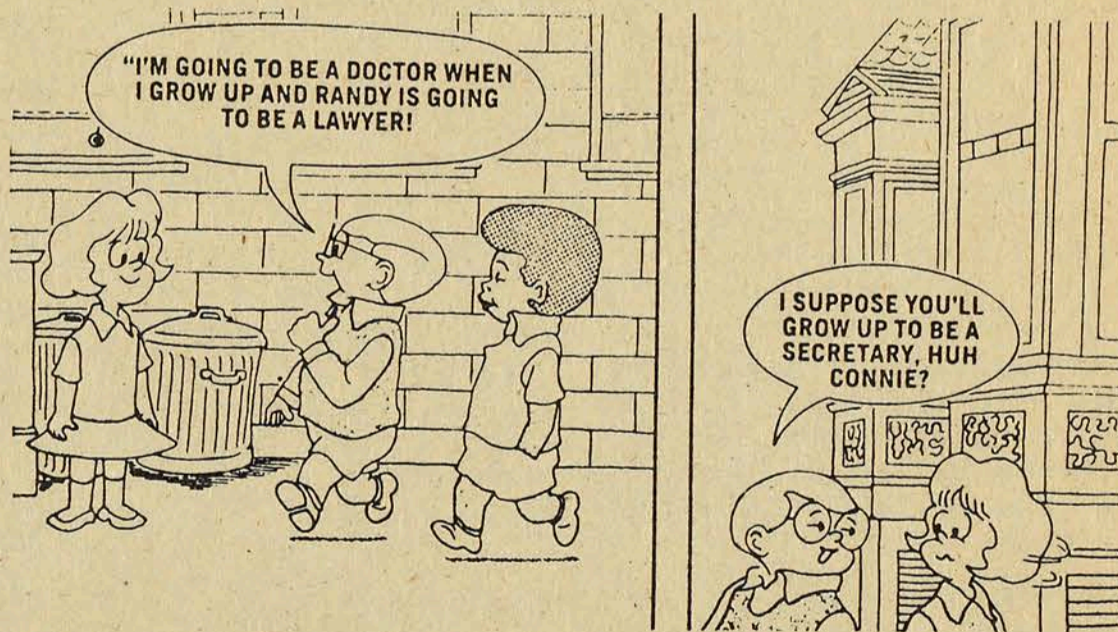
General Membership Meeting

OLD AUDITORIUM

12:00 - 2:00 PM

THURSDAY, AUG. 14

Thanks for this....



and for everything else (you know who you are!)

REMINDER

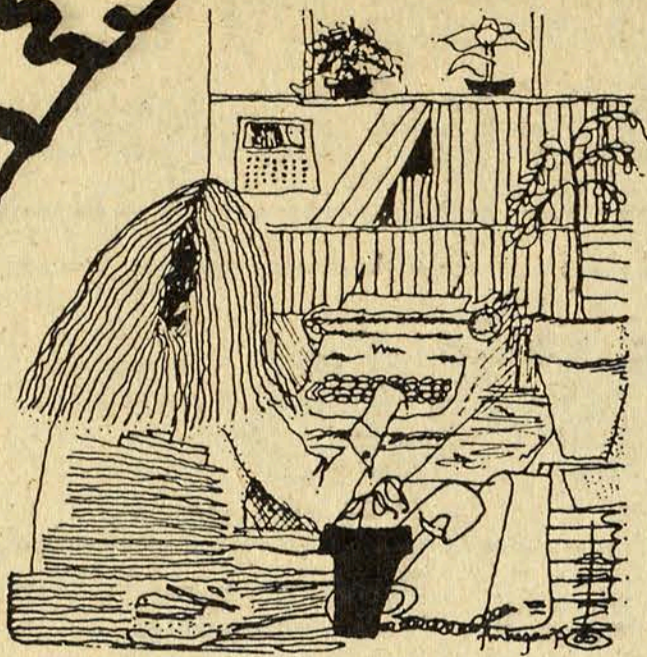
ANY AND ALL COMMITTEE AND EXECUTIVE MEETINGS
ARE OPEN MEETINGS. ANYONE WITHIN AUCE LOCAL 1
MAY ATTEND THESE MEETINGS AS AN OBSERVER.

THE DEADLINE FOR THE NEXT ISSUE IS:

aug. 25

comment

LETTERS



dear ms. &/or mr.

Dear Members,

Correspondence is a major preoccupation of a secretary's day. I am trying to get the prejudice out of my letters but haven't found an appropriate salutation. "Dear People" instead of "Gentlemen" or "Dear Sir" does the job but sounds somewhat stilted. "Greetings" has been referred to as too seasonal and "Hello" unbusinesslike. Yet, as women secretaries usually handle the correspondence it is odd to think of women writing to women beginning their letters "Dear Sir". It is time to make our letters realistic.

If anyone has worked out a solution to this dilemma, perhaps they could submit it to the newsletter and share it with us all.

B. Schoenberger
Division F
(Community & Regional Planning)

malaspina

Staff at Malaspina College, who used to be a local of A.U.C.E., have recently chosen to be represented by C.U.P.E.

Communications Committee
Local 1858, C.U.P.E.
Malaspina College
375 Kennedy Street
Nanaimo, B.C.

Communications Committee
AUCE - Local 1 - UBC

We were most pleased to receive your "Across Campus" newsletter and certainly look forward to receiving each month's issue. One item we found especially interesting in your July edition was the article by Heather McNeill on "Special Problems of Working Women". We are hoping to find someone here to join your committee.

The 70 to 75 members of our bargaining unit have gloriously achieved our wants and wishes in a fantastic contract with the Canadian Union of Public Employees.

Some other information:

The first contract of Local 1858 was ratified by both sides, July 10th, 1975.

September 13 & 14 - Women's Rights Conference at UBC.

Thanks for your interest in our goings-on and keep in touch.

Diane Martin
Local 1858, CUPE

Dear People,

I wish to comment on the choice of an across-the-board increase or a percentage one. I favour a compromise, a certain amount across-the-board plus a percentage too, similar to the contract that SFU staff has now obtained. This would, I believe, be fair to all members. Last year, I am sure everyone had no hesitation in asking for an across-the-board increase. We had been through all the very valid reasons for this, the decision was unanimous, I never heard one staff member speak against it. We all realized at the time that the people in the lower classifications were the hardest hit by inflation and that their salaries were an insult.

However, now I believe that the people who have worked here 5 years and more should receive some monetary recognition of their experience and service to the University. It was suggested by one person advocating an across-the-board increase that members who had reached the top step could perhaps have more study leave, holidays or sick leave to off-set the lack of monetary reward for service that an across-the-board increase would impose on them. No thank you, I have no plans for study, I already have 5 weeks holiday and to date have accumulated 30 sick days in hand! I too would like some monetary recognition for my years of service.

I realize that the people who have worked here for more than 5 years are in a minority, and I believe the average length of service is now under 2 years. I feel that if staff are to maintain any incentive to upgrade their abilities and capabilities in their jobs, there must be something to work towards. To make an across-the-board increase yet again, in two successive years, makes the whole picture 'bottom-heavy' from a dollars point of view. There will be very little incentive to take on a job in a higher classification with all its related pressures, responsibilities and workload. This situation may be fine for those members who are 'passing through' and do not intend to stay here very long anyway.

Already, before we go into this new contract, there is unfairness creeping in between newcomers at the lower classifications and members who have been here 5 years or more. For example, a Clerk I starts

at \$4.16 per hour. A Secretary II after 5 years earns \$5.43, a difference of only \$1.27 per hour. A Clerk I has very little responsibilities for her/his job, very little training and often no experience at all. On the other hand, a Secretary II has to have quite a few skills, shorthand, etc., her/his job requires experience and carries much more responsibility, and for all this difference in position she/he gets little more than a dollar an hour - AND after 5 years at the University! An across-the-board increase will do nothing to right this situation, in fact, it will increase the unfairness.

There is still such a thing as starting at the bottom and working one's way up. I see nothing wrong with a Clerk I, often straight from school, with no previous work experience at all, starting at around \$764* per month; in fact, I think it is a very good salary for a person at that stage of the game. I sincerely hope the membership will consider very carefully this very important question and come to an equitable decision for all staff.

*My proposal - 18 month contract:

\$75 across-the-board plus 9%

Example:

Clerk I	July 1975	\$633
	Sept. 1975	\$ 75 across-the-board
		\$ 56 approx. 9%
	Total:	\$764
	Sept. 1976	\$ 75 across-the-board
		\$ 95 approx. 9%
	Total:	\$934

Sincerely,
Barbara Jefferson
Dean of Women's Office
Division G

Jobs... a Closer Look

This article by Melody Rudd of Simon Fraser University is a reprint from SFU's publication "AUCE Anchor".

A CLOSER LOOK AT JOB EVALUATION

I attended the AUCE Provincial Convention seminar on job evaluation with the idea that AUCE's contribution to job evaluation (or way of improving it) would be - to do it ourselves - to get rid of the so-called expert "who cares little and knows less about what it is like to work at a University".

Bruce Elphenstone, the guest speaker, at this seminar and a member of the IWA immediately spoke against job evaluation. He advised that if the management wanted to do a job evaluation let them do it, make sure they pay a lot for it and don't waste your own time on it.

We discussed the point system of job evaluation. There are 4 main job evaluation systems - ranking method, job classification, point system and factor comparison. The point system seems to be the most widely used. In this system, a number of factors are chosen - i.e. knowledge and skills, scope of responsibility, complexity, supervision and training of others, experience, accountability and accuracy, contacts, pressure, etc. These factors are then given percentage points which add up to one hundred; i.e. knowledge and skills 17%, scope of responsibility 11% and so on. Then within each factor, degree levels and assigned points are set up. For example, the factor of complexity--

Degree Level	Points
1. Work is routine	20
2. Work is routine, but composed of a no. of parts	64
3. Work is generally routine, but	86
4. Work is mostly complex	108
5. Work is complex	118
6. Work is highly complex	130

The points for each factor are then added up and a wage is assigned - more points = more money.

Now, at this point I have a lot of questions. How do you decide which factors to include and which to leave out? How many factors should there be? How do you decide the percentage point for each factor? How do you define each factor? And then the degree levels-- routine work is 20 points and generally routine work is 86 points. Who in the world figured that out?

Well, this obviously is where the experts come in. Their job is to convince us that these factors and figures haven't been drawn out of a hat (after all we're really much too involved in our work to be able to look at it objectively) and that it is in fact - A SCIENTIFIC METHOD - a scientific method that is so complicated that you'll have to pay a lot of money for a long time to have a correct method of job evaluation.

Job evaluation is both costly and popular. Why? Bruce Elphenstone argued that job evaluation takes away a union's ability to negotiate wages and to deal with problems that come up. At first, this puzzled me, but a quick reading books such as - "Manual of Job Evaluation" by E. Bengé; "Principles and Practices of Job Evaluation", by W. Morris; "Job Evaluation, A Practical Guide for Managers", by British Institute of Management - made it absolutely clear that job evaluation is a method of determining wages - a systematic, scientific, rational method of determining wages as opposed to undesirable, unsystematic methods such as fiat (company assigns a certain amount), individual bargaining or collective bargaining. So the dream here is that the employer will obtain the correct wage for each employee worked out scientifically by an impartial expert. How can a union negotiate for higher wages if the employees already have the correct wage? How can an individual complain about their individual job situation when it has been determined by an expert? And if the employee does complain, management can now shrug and blame the experts or the complexity of the plan and set about to improve the plan and not to correct the problem.

As a union, our goals are to improve the wages and working conditions of the members - how does job evaluation do this? This basic question seems to get lost in all the bug-a-boo and of course the answer is that job evaluation helps in no way at all. People are always dissatisfied with the results. The job

conditions change in no way and I suspect the argument about taking away a union's ability to negotiate wages is a justified one.

One benefit of job evaluation may be to remove the inequalities in pay rates. But it is important to remember that these "experts" evaluate in terms of market value and we've previously discussed how the market values are already arbitrary and unjust. Again Bruce Elphenstone advised that the amount of time and energy used to create a more fair job evaluation can better be spent working for higher wages and improving working conditions.

Collective bargaining certainly has done wonders for us in improving our wages. There seems to be evidence that job rotation or team work may be a way to improve working conditions. I plan to do whatever research I can on this with anyone else who is interested.

OTHER UNIONS ON OUR CAMPUS

OFFICE AND TECHNICAL EMPLOYEES UNION (O.T.E.U.)

(Local 15)

First and foremost, may we say how pleased we are to be asked to contribute to your newsletter. Something really positive should come out of this cooperation between the unions working on campus.

To provide a little background information, our Union is an affiliate of the Office and Professional Employees' International Union (OPEIU) which has its headquarters in New York. Local 15, one of the three OTEU locals in BC, has a membership of about 1,500 people in various commercial and non-commercial organizations. It recently became prominent because of its being the local to which the striking I.C.B.C. employees belong.

There are 2 branches of OTEU, Local 15, at UBC which have separate bargaining certificates. One is composed of the office staff of the Alma Mater Society and has a rather small membership. The other, with which this news item is concerned, has 45 members who comprise the office and technical staffs of the Administration, New Construction, Design, Planning and Operations and Maintenance Divisions of the Department of Physical Plant.

On 30th May 1972, our Union was granted the necessary bargaining certification to represent Physical Plant's clerical and technical staffs. Previous to that date, union representatives had held several public meetings on campus in an effort to arouse interest amongst the clerical workers here to unionize for the purpose of improving salaries and working conditions. The majority of people who attended these meetings (the maximum number was 30) were from Physical Plant. In view of the apparent lack of interest from other groups, the staff of Physical Plant decided to 'go it alone'. Unionization of the department was viewed with considerable disfavour by the University Administration and it appealed against the Union's certification to the Provincial Labour Relations Board in September of 1972. The appeal was lost, however, and certification was confirmed.

Negotiations for the first contract were prolonged and a mediator had to be appointed before a mutually satisfactory agreement could be worked out. This contract became effective 1st June 1972, and salary scales were greatly improved, especially for the lower job categories. The contract expired a year later and was renewed, principally with salary increases, until 31st March 1975. Our current contract, again worked out after lengthy negotiations and the appointment of a mediator, is in effect until the end of March, 1976. It includes a reduction in the hours worked per week (35 hours instead of 36 1/4 hrs.), improved vacations, salary increases, dental plan and an adjustment effective 1st October 1975. A number of positions will also be assessed with a view to upward reclassification. The possible implementation of a '9-day fortnight' is also being investigated and we hope to report further on that in the next issue.

Many thanks to Brenda Carriere (who wrote the article on behalf of Local 15) and to Local 15 for this informative background description.

BACK TO THE SWEATSHOP!!

by Jack Gegenberg
Division "H"

On Friday, July 18, the University sent the union a proposed contract. This document reveals exactly what the University wants in the next contract: to significantly reduce the ability of AUCE local #1 to protect the interests of clerical and library workers. Important gains won by us in the last contract would be lost if the University has its way. Following are some quotations from the University-proposed contract. Underlined parts are the actual changes made by the University in the last contract. Parenthetical comments on the effects of these changes have been added by the author of this article.

Article 4- Probation Period

2. Transfer, Promotion

When promoted or transferred, an employee will be on a training period for three (3) months. If the employee finds the job unsatisfactory or is unable to meet the job requirements, she/he shall be returned to her/his former position, if the position is vacant, or to a position of equal salary range if available. If no position is available the person shall be placed on the top of the recall list.

** (Thus getting a transfer or promotion could cost you your job.)

Article 5- Union Security

3. New Employees

As a condition of employment, employees who are hired after the date of signing of this agreement shall be required to pay a sum equal to the Union dues to the Union within thirty (30) calendar days of their date of hire, but will not be required to join the Union. (see Article 6, section 2).

** (This is the notorious "Rand Formula", whereby a union shop is "modified" so that new employees must pay dues, but need not belong to the union. This tends to weaken the union as an instrument of all workers in the bargaining unit.)

Article 7- Union Activity

1. Contacting at Work

The elected full-time organizer of the Union may be granted permission by the supervisor to contact employees at work on matters respecting this collective agreement or its administration. Such permission will not be unreasonably withheld. The Union agrees, however, that there will be no undue disruption of work.

** (The Union Organizer will have to obtain permission from the supervisor every time she/he wants to contact a member at work.)

Article 9- No Discrimination

3. Sex Discrimination - second paragraph omitted

** (The omitted paragraph commits the University to the elimination of wage differences between clerical and technical/manual work, i.e. between female and male defined work.)

4. Trade Union Activity

The University will not discriminate against any employee because of membership or activity in the Union or for the exercise of rights provided for in this agreement, providing such membership or activity does not conflict with the certification of the Union or terms of this agreement.

** (Thus the University can define when membership or union activity conflicts with certification of the union or the terms of the contract.)

Article 10- Union Meetings

The University and the Union agree that employees who are members of AUCE local #1 may be allowed to take a two hour lunch period from 12:00 noon to 2:00 p.m. as often as once every two months if required, on request of the Union executive to attend meetings of AUCE local #1. It is agreed that provision will be made by the Union to maintain services and keep offices open during such time periods.

** (A new clause. We would have to ask the University for each two hour lunch meeting.)

Article 14 - Consultation - This clause to be omitted.

** (This clause provides that workers in an office must be consulted about new office equipment. The University would no longer need to consult us about equipment which could change our work or, even automate us out of a job!)

Article 17 - Picket Lines

The University and Union agree that in the event of a strike by members of another Union employed by the University or outside employers, employees covered by the Certification of A.U.C.E., Local 1, shall not be subject to dismissal for refusing to cross an established legal picket line, provided that:

The University agrees that it shall not request, require or direct employees covered by the collective agreement to perform work resulting from strikes that would normally have been carried out by those on strike.

** (thus student assistants and other non-union employees could be forced to do our work if we were on strike.)

Article 30 - Benefits

1. Leave of Absence Without Pay

a) An employee may apply for and receive a leave of absence of up to one month without pay for personal reasons other than illness, providing she/he makes a written request stating reasons to the department head.

** (Leaves of absence limited to one month, instead of leaving length of time open.)

2. Compassionate Leave

b) An employee shall be entitled to one-half day leave of absence with pay to attend a funeral as a mourner upon application to the department head.

** (thus, we must explain our relationship to the deceased and, presumably, our behaviour at the funeral!)

7. Sick Leave

h) In cases of long absence due to illness, the University reserves the right to review the situation with the intent of replacing the employees.

8. Maternity Leave

a) In case of pregnancy, a continuing and sessional employee shall not lose seniority entitlements. She shall receive the benefits of the Maternities Provision of the Unemployment Insurance Act. Upon return to work, the employee shall be reinstated in her former position and the employer shall pay the difference of the benefits received and the employee's monthly salary as soon as the employee has completed six (6) months (912 hours) service on return to work from maternity leave.

** (This reintroduces punishment for pregnancy and a disregard for the seriousness of women workers about their jobs.)

Article 31- Job Descriptions, Job Evaluations and Re-classification

3. Reclassification

a) unchanged

b) The Personnel Office will normally review requests in the month of July. All requests for reclassification must be received between April 1st, and July 1st of any one year.

c) Procedure

The reclassification procedure will include the following:

i) unchanged

ii) the employee is interviewed by a job analyst. At the request of the employee, an office steward may be present at this interview.

e) If the employee is not satisfied with the decision, she/he may request an appeal be made to an appeal committee. Such appeal must be made within six (6) weeks after receipt of the decision. If she/he is not satisfied with the decision of the Appeal Committee, she/he will inform the Union and the Union may give notice of intent to invoke arbitration. The decisions on reclassification will not be subject to the normal grievance procedure.

g) unchanged, except that the misclassification section is omitted.

** (The important things here are i) workers can apply for reclassification only once per year at a specified time, ii) stewards do not have to be present at the various meeting, and iii) reclassification is outside the grievance procedure, thus eliminating the union's role in reclassification. Also, positions can no longer be misclassified.)

cont. on p.5

Article 34 - Promotion, Transfer, Layoff, Recall
2) that job opportunity shall increase in proportion to the length of service. Promotions shall be based on performance, ability, qualifications and seniority.
**(What is performance?)

Article 35 - Adjustment of Complaints
**(The University has made massive changes in the Grievance procedure. The most important are:
(i) Only four members of the Grievance Committee may meet with the University, (ii) the shop steward of the worker with a grievance may be absent from step 1 of the procedure, (iii) a series of arbitrary time-limits are introduced, e.g. 5 days after step 2, after which the grievance is considered "settled" if the union has not proceeded to the next step.)

Article 36 - Wages
It is agreed that there will be a review of wages but in the light of the difficult financial position of the University at the present time any upward revision must be limited.
**(Here we go again.)
The University also wishes the Union to consider the possibility of the University hiring persons from outside the University with experience at higher than the present base rate of the classification.
**(Perhaps these people would be hired only if they indicated that they would not join the union.)

SFU's 1st Contract

AUCE Local 2, at Simon Fraser University, has recently signed its first contract with the University administration. What did they achieve in their first contract? Quite a bit....

WAGES:

Perhaps you've heard some people say that AUCE Local 1 should go for \$200-\$300 increase this year, and perhaps you've thought it was "way out". The base rate at SFU now is \$675. (ours is \$633.). This base rate will increase during the contract so that as of July 22, 1976, the SFU base rate will be \$850., \$217. more than our present base rate! Persons earning this salary at SFU are doing similar work, and living in the same geographic area as we are, and are subject to the same high costs.

SICK LEAVE:

Employees of Simon Fraser University have always had a better sick leave plan than we, even before the contract negotiations, and now it's even better. Rather than "accumulating" 1½ days per month, and hoping that your illnesses will not occur when you are short on sick leave, you are credited a sick leave entitlement, based on how long you've worked at SFU, i.e.:

Less than 3 months (includes probation) - 1 week at 100% salary

3 months, but less than 1 year - 4 weeks at 100%, 12 at 75%, then 10 weeks at 60% of salary

1 year but less than 5 years - 12 weeks at 100% of salary, than 4 weeks at 75% of salary, then 10 weeks at 60% of salary

5 years or more - 26 weeks at 100% of salary

There is also a casual illness clause which allows you to take up to 3 consecutive days absence due to illness without taking from your sick leave entitlement. You may use this casual illness leave as often as necessary, without affecting your sick leave entitlement, although the University may require a medical certificate if they think you are abusing the plan.

ATTRITION AND SPEED UP:

The University may not reduce the work force (i.e. the number of people working in an area, or at the University) by lay-off or attrition (i.e. not refilling positions when people leave), without reducing the workload of the persons remaining, "except in those cases where the parties have mutually consulted on the issue". Although this clause is not strong enough, it is a step in the right direction. Too many of us know what it's like to have a position in our work area left vacant, while those remaining are expected to pick up the extra work. We need to really push for this.

WHAT'S THE UNIVERSITY TRYING TO DO?

The University's contract offer is quite peculiar - it's either very serious or very funny. A number of people have just laughed it off, saying that it's not a real offer and that essentially we should ignore it. The reasoning behind this is quite justifiable - the offer is a ridiculous one. Its primary goal seems to be a return to pre-union days, taking away a good chunk of our rights as employees and as a union. We won't have a union shop, they can hire people from the outside at different rates, we can have our 2 hour lunch only if they give us permission, our union organizer can talk to employees only if she/he has permission, temporary employees can again be temporary employees for years, and perhaps, depending on your interpretation, all employees who work on grants will not be in the union. It goes on and on. Two of our most important arbitration cases they want to nullify - they want to remove "misclassification" and they want to return to paying student assistants probably the minimum wage for doing our work.

Unfortunately, I think that despite the ridiculousness of the offer, they are serious. Their contract strategy is not as dumb as it looks. Essentially what I think they are trying to do is this: If you look over the contract offer, most of their revisions are about employee or union rights. Their only obvious revision in material benefits is the 5 week holiday after 12 years instead of 8 years. They do give veiled threats about wage revisions being limited because of the financial difficulty of the University, but they don't specify what their offer will be. I think that this statement is only a tactic to get us "thinking low" about their offer, so that we will be pleasantly surprised when they actually give us an offer. It will still be low - but "reasonably low" - in other words, it will be a percentage figure that will be guaranteed to be just high/low enough to cause dissension in the union and probably split us. But it will not be a ridiculously low offer like last year. What they are hoping is that we will take a trade off. In return for keeping our monetary benefits and increasing them to a "reasonable level" we will give up our union rights. It's a dangerous situation. I think that the initial response from our members has been good because they have realized that us giving up these non-monetary union rights will make a big difference and will make the union practically non-existent. But I think that the University is again going to push us to see how far we will go to defend our gains, and that the big issue in this contract may not be monetary, but instead the union.

This is all somewhat speculation, but it is a good possibility I think. These non-monetary issues are not pie-in-the-sky principles; they affect us every day - if they are removed from our contract we will be back where we started from - total arbitrariness by management and a weak union which means we will have little say over our working conditions. I think that we are strong enough to reject these attempts to divide us and that, again, we will show the University this when we next meet them at the negotiating table.

Heather MacNeill
Division "A"

JOB SPLITTING:

2 or more people may share 1 position. For example, 2 people might like to share a job, each working ½ a day, or 2½ days a week. Or, you might wish to spend some time working with the public, and some time working away from the cruel world. SFU's clause seems very flexible; "the details will worked out between the employees and their immediate supervisor". Many different job splitting arrangements could occur.

These are a few points of the SFU contract that I like. If you'd like to see a copy, drop by The Union Office. Any comments or suggestions... contact the Contract Committee representative for your Division, or leave a message at the Union Office, 224-5613.

Louise Hamilton

Inflation Paraphernalia

SERIES ON INFLATION: PART 2

*note: When researching international inflation in order to write part 2 of this series, I came to the conclusion that, at this point in time, I do not have the understanding needed to present a simple and clear analysis on this particular issue. So, rather than presenting an article which would only sound vague and confusing, I decided to include some statistics and graphs which hopefully will put across some basic points. - K. Tostowaryk
Division B*

CANADA

The Consumer Price Index (CPI) refers to the cost-of-living, including all goods and services (e.g. food, housing, transportation, etc.)

Vancouver: December 1973 to June 1975 - the CPI increased by 18.8%
April 1974 to June 1975 - the CPI increased by 14.1%

Canada: December 1973 to June 1975 - the CPI increased by 17.6%
April 1974 to June 1975 - the CPI increased by 13.7%

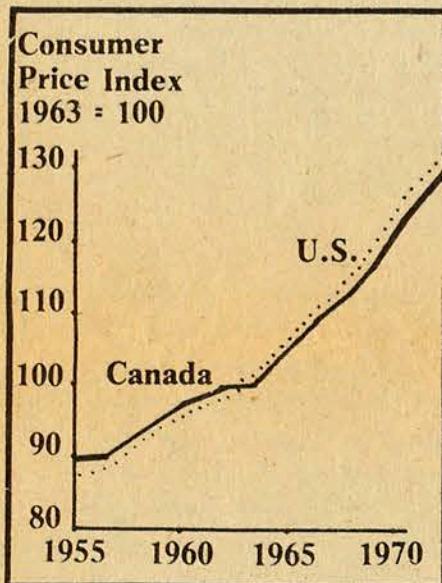
... AND ITS RELATIONSHIP TO THE UNITED STATES OF AMERICA

The Auto-Pact signed in 1965 governs trade in cars and trucks in North America; it has integrated Canadian production into the U.S. market. About 70% of Canadian auto output is sold in the U.S, and Canadians buy mainly US-made cars.

About one-quarter of what we produce, we sell abroad (60% to the US). We import about one-quarter of what we consume (70% from US).

About half of 'Canadian' productive assets are owned by non-residents - mainly US multinational companies. This directly ties Canadian jobs and money to decisions made in the context of the US recession.

After 1966-67, the inflationary increase in the States associated with rapidly rising military expenditures helped keep costs and prices up in Canada since the US had been relying more heavily on Canada during the 1960's for resources of steel, nickel, energy, etc. which was vital to war production.



DISTRIBUTION OF CANADIAN EXPORTS BY COMMODITY GROUPS AND DESTINATION, 1970

Commodity Group	Percentage of Group to:					Total	Value of Group (\$ million)
	U.S.	U.K.	EEC	Japan	Other		
Farm and fish items	36.3	13.6	9.6	6.9	33.6	100.0	1,901
Crude materials	53.1	10.3	12.8	12.7	11.2	100.0	3,074
Processed materials	61.8	13.5	7.7	4.2	12.8	100.0	5,946
Highly manufactured	83.7	2.1	2.9	0.4	10.9	100.0	5,931
Special transactions	76.9	1.3	1.9	0.3	19.6	100.0	35
All products	65.1	8.9	7.1	4.7	14.2	100.0	
Value by destination (\$ million)	10,987	1,500	1,204	796	2,400		16,887

NOTE: The U.S. share of total Canadian exports in the first nine months of 1971 was about 68 per cent.
SOURCE: Based on data from Statistics Canada.

U.S.A. AND ITS INFLUENCE THROUGHOUT THE WORLD

"By 1890, the Rockefellers controlled 80% of the oil industry in the US and the situation is not much different from that now, even with the anti-trust legislation in 1911 which broke up the Standard Oil trust into 33 so-called separate companies. The Rockefellers maintained a 25% control over all of them, so that they now dominate Standard Oil of California, Mobil, Standard Oil of Indiana, Standard Oil of Ohio, Standard Oil of New Jersey, which is now called Exxon. The financial grouping around the Rockefellers - the Chase Manhattan Bank - have their fingers in dozens of other monopoly industries - the auto industry, steel, plastics, and the works. So we're talking about a situation where the 33 oil companies out of the 500 major manufacturing companies in the US, get one-third of all the profits". (Statement by Barry Weisberg of the California Resource Centre; a reprint from "Western Voice")

The 1950's was the decade of great oil exploitation in the Middle East - the international oil cartel, including many US multinational companies, pulled in \$15 billion pure profit at the expense of the producing countries and consumers 'back-home'.

Recent statistics
about oil:

During the 1950-60's, because of the dominance of the dollar internationally and the growth of U.S. multinational companies, the world economy was tied more closely to US business. It was also during this period that the US economy was stabilized by arms production; also, US used less industrialized countries as cheap sources of labour and raw materials. This helped create artificial low prices in the past which led to over-exploitation of some resources with little heed to conservation.

OIL PROFITS LEAP FORWARD

Corporation	Net Income [\$ 'ooo]		% Increase [or Decrease]	Ownership and/or Control
	1973	1974		
Imperial Oil	227,000	290,000	27.7	United States
Gulf Oil Canada	100,000	161,000	61.0	United States
Shell Canada	101,400	142,000	40.4	Britain/Netherlands
Pacific Petroleum	30,200	45,000	50.3	United States
Petrofina Canada	21,700	39,500	82.0	Britain
B.P. Canada Ltd.	16,970	33,697	98.5	United States/Canada
Husky Oil	25,556	31,047	21.4	Belgium
Home Oil Co.	14,217	13,516	(5.0)	Canada
Union Oil Co. Canada	9,137	10,452	14.4	United States
Totals	546,190	766,594	40.3	

While the spokesmen for the foreign-owned petroleum corporations which dominate Canada claim that their taxes must be reduced so that they can undertake more exploration, their profits continue to set new records each year.

EXPORTATION OF U.S.A. ECONOMIC PROBLEMS

By the late 1960's, the cost of maintaining US military power around the world had produced a steady international drain on the balance of payments. US gold reserves fell to a low level, US dollars started to pile up in Europe, and in 1969 there occurred devaluation of the dollar. The US printed money and borrowed to finance war (particularly in South-East Asia); when printing this money, they had little gold bullion backing. By 1970, the US had a deficit in their balance of payments of close to \$10 billion; other countries thus became very reluctant to continue adding to their holdings of US dollars. And within the US--taxes, interest rates and raw material costs rose in order to help finance military expenditures.

As the major world power with influence in many countries, the U.S. transmitted its economic difficulties to other countries through integration of banking, credit, trade flows and movement of investment funds.

A few points of interest:

The main cause behind the auto industry's decline was the overproduction of automobiles - the supply exceeded the demand.

The struggle for military superiority has led to heavy military spending both in the U.S.A. and U.S.S.R. World inflation has risen 35% (in about the last two years) and only 2% of the increase came when the price of oil was increased from \$3 to more than \$10 a barrel.



GLOSSARY OF TERMS

rank and file members

simple means the members of a union. This term is usually used in reference to the general membership of a union rather than the executive.

bargaining unit

a group of employees, i.e. a unit which is determined by the Labor Relations Board to be appropriate for collective bargaining

across-the-board increase

with reference to wages, this means that all members of a bargaining unit would receive the same cash increase, e.g. everyone would receive an increase in wages of \$250 regardless of their grade level

percentage increase

with respect to wages, this means that members of a bargaining unit would receive a cash increase based on a percentage of their present salary. For example, if the increase in salaries was 25%, this means that you would get an increase of 25% based on your present salary. Thus, depending on your grade level, each member would receive a different sum of money as their increase.

scab

a derogatory term used for a person who refuses to respect a legal strike by crossing a picket line in order to work at the place under strike

collective bargaining

negotiating in good faith for the conclusion of a collective agreement or renewal or revision of that agreement; or to the regulations between employees and employer

collective agreement

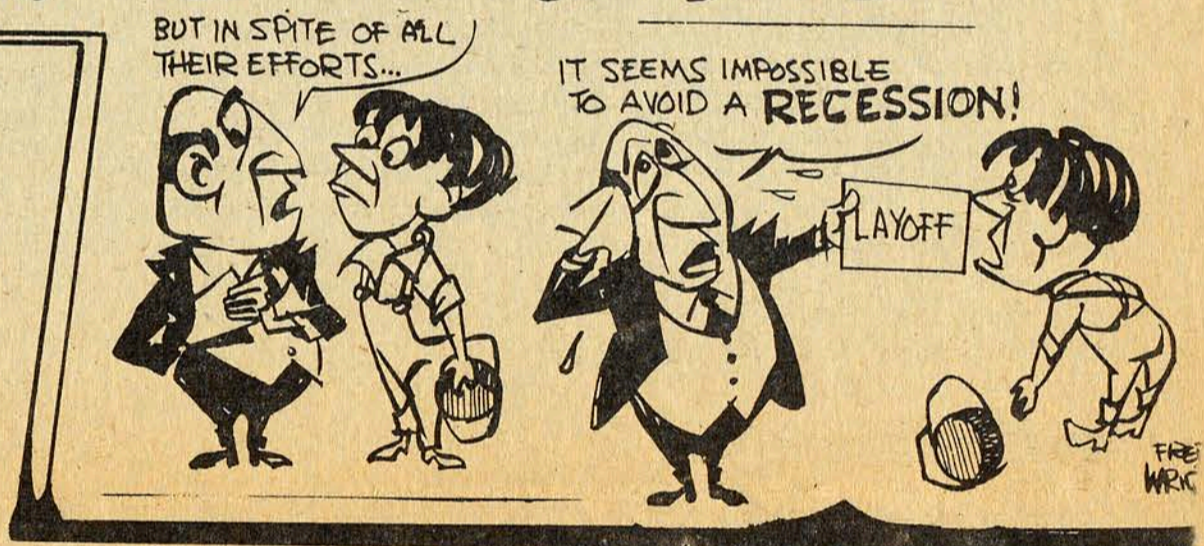
a written agreement (contract) between an employer (or employers' organization authorized by employer) and a trade union containing clauses with respect to wages, hours of work, and other conditions of employment

requirement to bargain in good faith (Labor Code of BC)

no trade union or employer shall fail or refuse to bargain collectively in good faith in BC and to make every reasonable effort to conclude a collective agreement

trade union

an organization or association of employees that has, as one of its purposes, the regulation of relations between employers and employees through collective bargaining. It does not include any organization or association of employees that is dominated or influenced by an employer.



COLA Clause (Cost-of-living adjustment clause)

a clause usually written into union contracts which entitles members of a union to receive a cash increase in their wages in order to catch up with inflation. These increase adjustments are usually estimated every 6 months or other reasonable time period

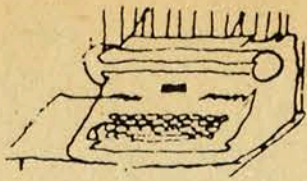
University Community Credit Union

For those of you who have not yet joined the University Community Credit Union, I would suggest that you take out your membership as soon as possible. There is money available for small loans, there is a good interest rate for term deposits and this handy financial service is yours for the asking. Personal loans are given at 12% and you need only apply to our office 28A, Instructional Media Centre, if you are a member. The present loan limit is \$5,000. There is a credit and loan committee who will review your application, and let you know if you qualify. Term deposits have interest rates ranging from 7% to 8 1/2% depending on the length of term. For clubs and organizations on campus, as well as individual members - keep in mind that we are presently offering 9 1/4% for term deposits of 3-5 years. Inquire from our staffperson at the office 224-6322. The office is open from 9 - 4:30 p.m. and closed during the lunch hour of 1-2 p.m. For those of you thinking of money for your holidays, for the purchase of a car for the winter months ahead, or for a stereo to keep you company - think of your Credit Union. We are here to serve your needs. Phone Karl Liu at 224-6322 and get further information as to how to join. It will only cost you \$5.00 for a membership.

Joyce Diggins
Director
Univ. Comm. Credit Union



SORWUC



SORWUC! ANOTHER INDEPENDENT CANADIAN
UNION FORGES AHEAD

by Margie Walley, Division "H"

The Service, Office and Retail Workers Union of Canada grew out of a Vancouver organization known as the Working Womens Association which was involved in researching unions, labour laws and so on. As working women they felt that by acting as a group they could better fight for their common demands. The need for direct, effective action was apparent and so the Service, Office and Retail Workers Union of Canada (SORWUC) was founded in October of 1972 in Vancouver. By October 1, 1973 SORWUC had signed it's first contract with a legal office in Vancouver and won substantial gains for the employees there. Since then their membership has steadily expanded. SORWUC now has two agreements signed, nine bargaining units in negotiations for their first contract, and one certification pending.

A DEMOCRATIC, INDEPENDENT CANADIAN UNION

SORWUC is an independent Canadian union. All the dues stay in Canada. Each local elects all it's own officers. The membership determines its own needs and interests. There is no full-time paid staff in the union at this time. However, by the SORWUC constitution, anyone who takes a paid position in the union must be elected to office. Any paid position in the union can only be held for a maximum of two years at which point the member must return to work. As one organizing leaflet states it: "We don't want trade union bureaucrats who haven't been on the job for ten years telling us what our needs are!" There are no professional negotiators or organizers. As workers on the job and in the union, SORWUC members feel THEY can best speak for themselves.

ORGANIZING THE UNORGANIZED

Women comprise at least 35%* of the paid work force in Canada. Most women are hired for the lowest paying jobs. They are paid less for the same or similar work, often disguised by management under different job classifications. They are refused pay raises and promotions on the basis of sex. The pressing need for good daycare centres and adequate maternity leave have long been ignored and are a further hinderence to working women and their children. To top it all off, the vast majority (about 77%***) of working women in Canada are not unionized. This means they have no guarantee of even the basic essentials such as a decent living wage, decent working conditions, job security or benefits. There are approximately 300,000 working women in B.C., but only one out of every five is a union member. All too often the existing unions have failed to take on the struggle of women workers in department stores, restaurants, banks and offices. Many of the unions which came from a tradition of militancy have been subverted into bureaucratic, gutless extensions of big-business Yankee unions. It is for these reasons that working people all over Canada are fighting for independent Canadian unions. It was for these reasons that the Service, Office and Retail Workers Union of Canada was formed.

DARE TO STRUGGLE, DARE TO WIN!

Community workers, single women offices and notoriously underpaid daycare workers are among those SORWUC has fought for and won. According to labor legislation passed in B.C. on Dec. 13/74, it is now possible to have one person bargaining units. This means that people who were previously isolated, unprotected, underpaid, and generally at the mercy of their employer now have the alternative of joining a union if any union would bother to have them. SORWUC has bothered.

The first contract SORWUC signed covered employees in a legal office in Vancouver. In their second contract the employees there won a 4 day-32 hour flexible work week with paid lunch hours; in effect a 28 hour working week! Plus 13 statutory holidays, including International Womens Day and a floating personal holiday. Plus \$7/hour for legal secretaries and a COLA clause. Further, the kind of treatment secretaries have been subjected

to, which has prompted articles like "Get Your Own Damn Coffee Mr. Jones.", led to a very special personal rights clause in this contract which in part reads: "... Employees will not be asked or required to do any work of a personal nature for the employer or representatives of the employer. In addition, the employer shall not harass, belittle, usurp or interfere in the work of employees." Impressive!

The employees of Southill Daycare Centre in Vancouver are going for substantial wage and benefit increases in their first contract, as well as for quality daycare. Their demands include a 32 hour work week and wages that will bring them up from their current \$500/month to \$800/month as of Feb. 1/75 and \$1050/month as of July 1/75. The union also wants full pay for employees during their practicum. The present situation is that many daycare workers do not have their licence and in order to get it they need to take a 1-2 month practicum with no pay. The union also wants to negotiate the child-staff ratio, money for daycare equipment and hot lunches for the children. Further, the union wants to establish a committee with equal representation of 3 employees and 3 parents to do the hiring for the centre. Certainly a victory in any one of these areas will prove a great boon to the workers and children of Southill Daycare Centre and a great inspiration for other daycare workers to follow in their footsteps.

CONCLUSION

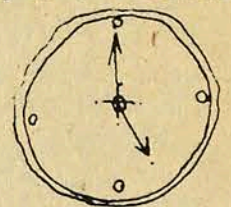
Being in B.C. where the movement for independent Canadian unions is the strongest, SORWUC had, and still has, the advantage of being able to draw upon other independent Canadian unions for advice and moral support. Both AUCE and the PPWC (Pulp Paper and Woodworkers of Canada) have been very helpful in this regard. But the main point is that SORWUC is an excellent example of an independent Canadian union that really stands up for its members. The members have the satisfaction of knowing that what was never done before CAN BE DONE, with the added bonus of having done it themselves.

SORWUC is thus far mostly comprised of women workers in B.C., but it certainly does not restrict itself to either B.C. or organizing only women. The SORWUC constitution is so broad as to include "... all workers employed in or around offices, stores and service establishments and/or workers in any field of employment within Canada."

If you or your fellow workers would like some information about SORWUC or would like to know how to join, call 253-5059 in Vancouver, or write to 2049 Turner St. Vancouver, B.C. All correspondence is confidential.

* Women in the Labour Force. Canada Dept. of Labour. Women's Bureau. Page 229, Table 87.

** Ibid. Page 101, Table 265.



marine (bus) blues

TRANSIT SYSTEM CHANGES

For about 5 years, the U.B.C. Marine bus left University Loop (by the Home Economics Building) at 5:10 p.m. to 41st Avenue, which allowed for a 10 minute walk from the other side of the University. Most of us just made it.

Commencing August 22nd, there will be some changes in the schedule. The bus will leave at 4:32 and at 5:05 p.m. and this will not allow enough time for people who work until 4:30 nor for those who work until 5:00 to catch the bus.

If the bus returns to its old route around the campus via N.W. Marine Drive and S.W. Marine Drive the people on the lower mall could still get to the bus on time.

Anyone working these hours and who thinks that they would not make it on time for the new bus schedule, please contact the Union Office so that the Union will know if there are many people concerned with this. We would like to hear your ideas about what to do to change this situation.

Any other changes in the bus schedule will be posted on the bulletin boards at the bus stops.

Tova Davidowicz
MacMillan Library