

Association of University and College Employees

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

April 11, 1980

CONTRACT COMMITTEE NEWSRELEASE

Below is a copy of the press release issued after the Special Contract Membership Meeting held on April 9th. The Contract Committee will be sending out their next bulletin after we have met the University in mediation sessions scheduled for next week.

FOR IMMEDIATE RELEASE

April 10, 1980

A.U.C.E. MEMBERS HOLD STUDY SESSION TO SUPPORT THEIR DEMAND FOR MINIMUM LIVABLE WAGE

On Wednesday, April 9th, approximately 500 clerical and library workers at the University of British Columbia held a two hour study session in support of the Union's proposed base wage increase to \$1107 per month. The members are supporting this wage proposal even though it does not meet basic living expenses for many of their members. The budget that we have chosen to illustrate this point is for a working person with one child.

GROSS salary	CPP	UIC	TAX	NET salary *(exclusive of union dues, med. dental, group life & disability and pension deductions)
\$1107/month	17.98	14.95	177.35	<u>\$ 896.72</u>
<u>MONTHLY BUDGET</u>				
Rent	\$350.00	2 bedroom apt. - this is an average figure released by the Rental Housing Council for Vanc.		
Food	\$241.38	weekly - \$60.34 - based on Statistics Canada Consumer Price Index		
Transportation	\$40.00	\$1.00 per day to and from work, plus other travel		
Hydro	\$20.00			
Phone	\$12.00	basic cost plus 1 or 2 <u>short</u> long distance calls		
Clothing	\$69.68	based on Statistics Canada figures		
Entertainment	\$82.00	this would allow one adult one evening out a week - \$10.00 dinner, movie and baby-sitting		
House/Apt. Ins.	\$7.00	based on least coverage available (\$6,000 minus depreciation)		
Life Ins.	\$17.00	based on survey of major life ins. companies for female, aged 25, \$100,000 for 5 yr. term		
Furnishing/Equipment	\$49.72	based on Statistics Canada figures - refers to appliances, cooking utensils, furniture, etc.		
Medical/Dental	\$18.35	based on Statistics Canada figures		
Daycare	\$160.00	based on Gov't of B.C. Day Care Dept. figures for a 3-5 yr. old.		
'Mad Money'	\$50.00	this would include newspapers, magazines, lunches, hair cuts, etc.		
TOTAL	<u><u>\$1117.13</u></u>			

**NOTE: This budget does not include a car, Christmas or birthday presents, or savings.

Obviously the wage demand does not meet basic living expenses. In order to simply make ends meet, a person would have to make at least \$1400/month. The people who work in our bargaining unit are not only "recent highschool graduates who live at home" but also people with many years work experience and/or have families that are dependent on them. Nor does it even begin to address the issue of equal pay for work of equal value and the fact that female-type jobs are at the bottom of the wage pyramid. Even if the university accepts our wage demand as proposed, people in starting clerical positions will still be paid about \$200.00 per month less than comparable male-type jobs. For example:

1. A Jr. Technician at UBC who has a job similar to our pay grade II starts at \$1300 per month
2. A Mail room clerk at UBC starts at \$1360 per month

These figures are last year's wages for these groups and they are now negotiating new contracts which will further increase the disparities.

Said Nancy Wiggs, Chairperson of A.U.C.E.'s Contract Committee, "It is obvious that our members are unwilling to continue working for discriminatory wages. The entire issue of equal pay for work of equal value seems widely accepted by society. The question remains: When are women going to receive it?"

When asked why clerical workers at U.B.C. are not asking for parity with similar male-type jobs on compus, Nancy Wiggs replied: "I guess you could call this our contribution to the fight against inflation."

As a result of the study session, the University cancelled a prearranged negotiating session scheduled for Thursday, April 10th.

For further information, contact Wendy Bice, AUCE Local I Union Co-ordinator at 224-2308, or Nancy Wiggs, Chairperson of the Contract Committee, at 228-2880.

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STRIKE COMMITTEE BULLETIN # 3

HOW A ONE-MONTH STRIKE CAN COST YOU ONLY \$37.00 AND PAY YOU \$120.00

We are approaching a referendum strike vote. The following information may be useful for you to consider prior to voting time.

- A. We (the whole membership of the union at a membership meeting) could decide to have a selective strike which encompasses 120 AUCE members. We could also decide to pay these people their full take-home pay (which averages \$880/mo = \$200/week). If this action lasts for 1 week it would cost \$24,000 (120 x \$200). We would be able to pay for 2 weeks of such an action out of our strike fund (which is approximately \$50,000). Thereafter, the union would borrow money to pay these people. If the action continued another 2 weeks, a total of \$48,000 would be borrowed. Following the settlement of an agreement, the entire membership would be assessed to pay the loan. The assessment on this hypothetical case would be \$37/person (\$48,000 divided by 1,300). By the time this assessment is deducted from our pay, we may have received our raise, so that it would be less painful than if it was assessed now. If the one-month strike was able to extract an additional 1% wage increase from the university, we would be \$120 ahead of our pay if we had not gone on strike. If their offer was higher, we would of course benefit more.
- B. It is the recommendation of both the Strike and Contract Committees that we conduct selective strike action, i.e. we choose strategic nerve centres of the university to picket and keep the picket there for the duration of the strike. A few days here, a few there (rotating action) we feel is not as effective as putting a stranglehold on strategic areas. Such selective action may be escalated by the membership.
- C. The following are the steps that could lead to strike action:
1. Referendum strike vote: polling stations set up where all members of bargaining unit vote on question "Are you in favour of a strike?", which should include "If necessary", but doesn't.
 2. Motion to serve strike notice: following a positive strike vote, a meeting of the membership will be called, where we could decide to serve 72-hour strike notice. If the referendum is negative, we would be forced to accept the university's offer.
 3. Finally, prior to actually going out, if the university comes up with meaningful proposals, another membership meeting could be called to discuss further action.

From: Sandy Masai, Cathy Agnew, Judy Wolsh, Ivy Vaksdal, Shelley Tagert-McGuinness, Isabelle Cripps, Anika Mair

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