

FOR IMMEDIATE RELEASE

The Association of University and College Employees calls on Premier Barrett to clarify his government's position in relation to university operating grants. Specifically, we would ask his assurance that the government does not intend to freeze wages of university staff at their present low level.

President Walter Gage of UBC admitted yesterday that recent wage increases to university staff "were in general lower than those prevailing in the community" and implied that it will be staff who suffer under the new budget. UBC clerical workers now make as little as \$408 per month. The government's freezing of operating budgets while increasing <sup>UBC's</sup> capital grants for new buildings suggests that university support staff are once again being forgotten.

A majority of UBC's clerical and library workers have joined AUCE and the union's application for certification is now before the Labor Relations Board. AUCE's objective is to negotiate with the UBC administration for a collective agreement which would provide for more reasonable pay scales as well as other benefits.

The new union, formed by UBC employees, chartered its second local Thursday (Feb. 7) at Simon Fraser University.

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For further information contact AUCE, 224-5613 or Jennifer Clemmons,

██████ 31 or Jean Rands, ██████ 30.



WE'VE WAITED LONG ENOUGH!

A.U.C.E. Local #1 (UBC) applied for certification to the Labor Relations Board on December 14, 1973, almost 3½ months ago! As of Tuesday, March 26, the A.U.C.E. application was still not on the LRB agenda, though we have been promised it will be discussed sometime this week.

We are asking the Board to take immediate action on our application. The letter below has been sent to Premier Barrett as a telegram, and released to the press.

We urge all A.U.C.E. members at UBC to write or call their MLAs and to write letters to the editors of newspapers to inform them of the urgency of the A.U.C.E. application. We're tired of waiting and we want action now.

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LETTER TO PREMIER BARRETT FROM THE EXECUTIVE OF A.U.C.E. LOCAL 1

Dear Premier Barrett,

Because you have expressed sympathy for the unionization of unorganized workers, we would ask you to investigate the procedures of the Labor Relations Board which seem to us to be playing into the hands of anti-union employers and causing unnecessary difficulties for organizing workers.

The majority of clerical and library workers at UBC joined the Association of University and College Employees last fall, and we applied for certification on December 14, 1973. On Webster's program, March 6, you referred to the fact that university clerical staff are not organized. You probably were not aware of the fact that the reason UBC staff are not unionized is that the Labor Relations Board has not yet acted on our application. In fact, it is not yet on their agenda.

This is causing unnecessary hardship for many of our members. Pay increases which are normally automatic on completion of six months' probation, have been withheld since Dec. 14 when we applied for certification. The University administration refuses to discuss this and other grievances with us because we are not yet certified.

The long delays mean that A.U.C.E. must maintain a perpetual membership drive. Turnover among UBC's clerical staff is high - 53% last year - like most unorganized places where wages and working conditions are poor. It is hard to maintain enthusiasm among our members when we are still unable to negotiate improvements, or to represent members who have grievances.

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We cannot understand the reason for these delays. We are told that the bargaining unit is "large and complex". Yet the Board took less than a month to decide on an application for COMINCO, a bargaining unit of almost 4,000 spread over three towns. Either the decision on Trail was made hastily, or our application is being delayed without justification.

We were also told that the amendment we made contributed to the delay. But the amendment was simply a clarification. The UBC administration accused us of raiding other unions and the Board went along with their interpretation, although our original application said quite clearly that we were not applying for any employees who were covered by a collective agreement.

The practice of the LRB appears to be in contradiction to your government's policy of making it easier to unionize than it was under the previous government. This is a serious problem for unorganized workers. We would ask you to give it your personal attention.

The Executive, Local #1, A.U.C.E.

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IT'S NOT TOO LATE TO JOIN

A.U.C.E. is now preparing contract proposals for negotiations with the UBC administration which could begin immediately upon certification. If you would like to participate, you can still join. Send the form below to:

A.U.C.E.  
Box 11, SUB  
UBC

- I would like to join A.U.C.E.  
 I would like more information on A.U.C.E.

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

HOME PHONE \_\_\_\_\_ DEPARTMENT \_\_\_\_\_

JOB CLASSIFICATION \_\_\_\_\_

(all replies in strictest confidence)



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OCTOBER 4, 1973

THE CERTIFICATION PROCEDURES PROPOSED IN THE NEW LABOR CODE WOULD BE AN IMPROVEMENT, BUT THE GOVERNMENT IS UNJUSTIFIABLY SLOW IN IMPLEMENTING CHANGES TO BENEFIT UNORGANIZED WORKERS, ACCORDING TO LOCAL 1 OF THE ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES.

A.U.C.E. IS CURRENTLY HOLDING A MEMBERSHIP DRIVE WITH THE OBJECTIVE OF APPLYING FOR CERTIFICATION FOR CLERICAL AND LIBRARY EMPLOYEES AT UBC BY EARLY DECEMBER. THE DRIVE IS NOW THREE WEEKS OLD AND OVER 300 OF THE 1,050 EMPLOYEES IN THE UNIT HAVE JOINED THE UNION. A.U.C.E. WAS FORMED BY UBC EMPLOYEES LAST YEAR AS AN INDEPENDENT UNION.

"IF THIS LAW HAD BEEN PASSED AS SOON AS THE NDP WAS ELECTED A YEAR AGO, A.U.C.E. COULD HAVE BEEN CERTIFIED LAST YEAR," SAID A STATEMENT ISSUED BY THE EXECUTIVE OF LOCAL 1. "BUT, AT THE RATE WE ARE GOING, WE WILL CERTAINLY HAVE A MAJORITY BEFORE THE NEW LAW IS IMPLEMENTED."

THE STATEMENT ALSO COMPLAINED THAT THE NDP GOVERNMENT HAS NOT YET MADE THE HUMAN RIGHTS ACT APPLICABLE TO UBC. ABOUT 90% OF THE CLERICAL AND LIBRARY EMPLOYEES ARE WOMEN, AND THEY ARE NOT ENTITLED TO TAKE CASES OF DISCRIMINATION IN HIRING, SALARIES ETC. TO THE HUMAN RIGHTS COMMISSION.

"CONTINUAL DIFFICULTIES IMPEDE ORGANIZING. A.U.C.E. IS PROHIBITED FROM USING THE UNIVERSITY MAILING SERVICE; IT IS PROHIBITED FROM USING MOST OF THE BUILDINGS ON THE CAMPUS. THE UNIVERSITY IS A HUGE ORGANIZATION. IT TAKES TENACITY TO REACH ALL EMPLOYEES.

"AS YET, A.U.C.E. HAS BEEN UNABLE TO OBTAIN A COPY OF THE LEGISLATION. OUR COMMENTS ARE (HAVE TO BE) BASED ON NEWS STORIES AND INFORMED SOURCES. WHEN WE HAVE THE OPPORTUNITY TO STUDY THE LEGISLATION IN DEPTH WE WILL BE ABLE TO COMMENT ON THE ACT AS A WHOLE.

"WE ARE CONFIDENT THAT A.U.C.E. LOCAL 1 WILL BE ABLE TO APPLY FOR CERTIFICATION BY THE END OF THE YEAR. FOR THOSE LESS FORTUNATE, WE HOPE THE NEW LEGISLATION WILL SOMEDAY IMPROVE THEIR CHANCES OF ORGANIZATION AND HENCE IMPROVED CONDITIONS AND BENEFITS."

FOR FURTHER INFORMATION:

JEAN RANDS  
PRESIDENT

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VERITY WORMALD  
VICE-PRESIDENT

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DICK MARTIN  
SECRETARY

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