

**AUCE Local One (UBC)  
NEWSLETTER**

**Association of  
University &  
College Employees**

# ACROSS CAMPUS

VOLUME 2 NUMBER 6  
JULY 1975

**2162 Western Parkway - 224-5613**

"IF MONEY IS THE ROOT OF ALL EVIL,  
GIVE ME A LITTLE MORE ROOT"

*(as expressed by a Clerk II)*

Since the birth of AUCE, our union has attempted to build its structural basis and policies along democratic lines to ensure rank and file control. With the life of the union resting in the membership's hands, AUCE represents a legitimate vehicle for the workers at UBC. This collective voice speaks out in self-defense against the material and attitude discriminations heaped upon workers; it speaks for democratic changes with a will to improve conditions - not for a few individuals - but for our membership as a whole. The emphasis must be on togetherness, for to create divisions amongst ourselves will only serve to weaken the union.

An examination of our membership reveals that we are primarily women in 'female-type' jobs, i.e. clerks, secretaries, library assistants, etc. All of our jobs are given low status within this society and are traditionally low-paid. The value of our service to the university has been and still is under-rated - i.e. mail sorters on campus are earning \$1,037. per month. We are treated as less than intelligent by the majority of faculty and administration and are subject to various stresses on the job: boredom, isolation, too much work, too little work, fatigue, meaninglessness of the work, etc. We are excluded from the policy-making and decision process of the university; thus, we control very little of what we do on the job.

The issue of wage increases may be seen within this context. An across-the-board increase plus a cost-of-living clause would mean that we all receive an equal lump sum increase as compensation for this past year's inflation. This stand ensures that we all advance forward on an equal basis with regard to the economic situation.

In contrast, to base our wage demands on a percentage increase would mean that the worker

receiving a wage of \$600 per month would receive a smaller cash increase than a worker receiving \$800 per month. Such a strategy denies concern for your fellow-worker for it places a greater financial burden, due to inflation, on the shoulders of the lower-paid person; this creates divisions and larger gaps among our members.

In dollar-terms, a grocery basket costs the same for each of our members. But the lower classifications pay out a higher percentage of their wages for groceries (e.g. if one spends \$100 per month on food, the person making \$600 is spending 1/6 of their salary whereas the person earning \$800 is only spending 1/8 of their salary). Therefore, rising food costs affect the lower classifications to a greater degree. An across-the-board increase would give everyone the same dollars; and considering that the merchants' prices do not vary with the consumer's income, this approach is valid.

Although our jobs require differing skills and experience, we all work a 7-hour day, we all perform a vital function, our jobs are generally inter-dependent and all suffer with the same problems. Rather than emphasizing the negligible differences between different classifications within the union, we as a group should be questioning: 1) the considerable salary difference between clerical workers and technical workers, and 2) why there is such an extremely large wage gap between ourselves and the administration and faculty even though we perform an equally essential task for the University. It is these factors which must be analyzed if one attempts to deal with the problem of more equitable distribution of wealth throughout our society.

Our union was founded and is being maintained on through collective spirit and solidarity. When we speak of recognition for the value and worth of our work, we speak not only of ourself as an individual. We are also speaking for our fellow-workers who are in the same position. We want to encourage recognition of the value of our entire membership's service to the university. Our movement towards equality is only valid and real when it is advancement for the majority.

Title: Grace Allen, Division B

Content: Dale McAslan & Karen Tostowaryk, Division B

# A JOB IS A JOB IS A JOB IS A JOB IS A

## JOINT JOB EVALUATION REPORT

This report was distributed at the June General Membership Meeting and is reprinted here for those not at the meeting.

As the time for negotiations is fast approaching, the Job Evaluation Committee felt the Membership would be interested in hearing how our Committee is progressing.

For the past few months, we have been continuing to meet with the University once a week, on the average of three to four hours per session, in an attempt to develop a point plan, that we feel will cover all jobs in our bargaining unit, and all aspects of classification that we feel are important to our Membership.

The results of our survey were somewhat disappointing, as only about 250 were returned to us. However, it was interesting to see that in those that were returned to us, there was some similarity in the replies, and many interesting comments were made which we found very useful. There was one particular point that was brought up in the survey that we think we should mention, as it is a point we are constantly having to remind ourselves of as a Committee. Classification involves classifying a job and not the person in that job. Many people felt that such things as personality, dedication, length of stay in a job, etc., should be rewarded by reclassification. This may be quite possible in a small company, but not in a bargaining unit of our size, if we are to have a fair and consistent system.

In March, after much discussion and study of other point plans, the Committee put together a plan, using factors from the survey, and factors we felt important in a plan, that we could begin working with. We chose a large number of jobs, in all classifications across campus, and started applying this point plan to these jobs. This was a very worthwhile exercise, as we were constantly having to discuss and revise our wording and definitions. Around the middle of May we found that we had made so many changes, that our plan was quite different than that which we had started out with. You might say we are now on our second attempt. We are continuing to go through jobs on campus and applying this plan to them. We are still making changes, but not as many, as things seem to be falling into place much better.

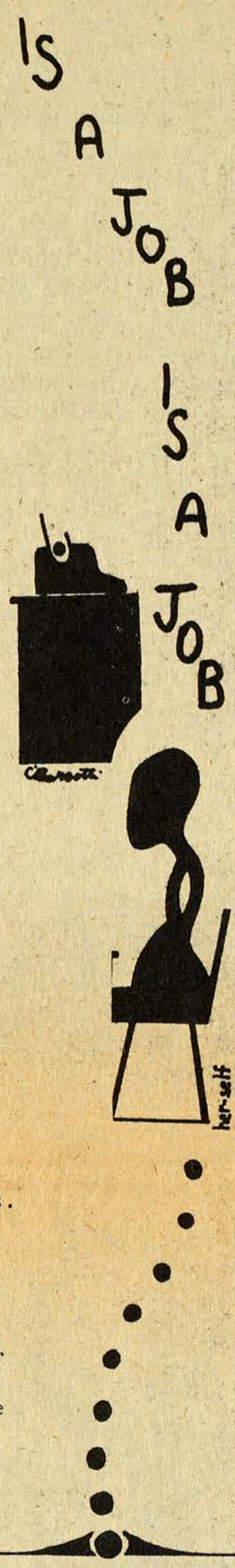
We will probably have, within the next month or so, or at least sometime during negotiations, a plan that we will be able to present to our members for study and comment. We had hoped to have something ready to present to you by now, however, unfortunately, we have had a few setbacks in terms of our representation on the Committee. The Union team has had quite a turnover since we began, mainly due to unavoidable things, such as people leaving the University. As a consequence, we have had to spend a fair amount of time reviewing with our new representatives the material we have covered and explaining how we had arrived at the point we were at. This unfortunately slowed us down somewhat. It has, however, on the other hand, been beneficial in that each new member brings new ideas along with them.

We feel that it is essential to present a plan that has been tried and tested to the best of our ability. We are well aware that no plan is perfect and that any system is subject to criticism. We hope the Membership can appreciate the amount of work involved in trying to set up a new plan, and that it takes a fair amount of time to iron out all the details. Because of this, we are somewhat concerned about the rumbles we have recently been hearing, about doing away with Joint Committees in the next Contract. We hope the Membership will think about this issue very carefully before voting on it. We don't know what progress the other Joint Committees have been making, but we do know the progress our Committee has made, and the amount of time involved in getting as far as we have. It would be a great shame if we had a plan almost developed, and were then told that this Committee was to be abolished. We would like to stress here again, that even if we do have a plan developed in time for negotiations, it is going to take a great deal of time to iron out all of the wrinkles, and to set up the mechanisms for a new plan to be instituted. Therefore, it would be essential that we keep this Joint Committee in existence until we have finished our job.

We are always open to suggestions from the Membership and we hope that when the new plan is presented to you, that you will give us all the constructive criticism you can. A new plan is one we are all going to have to live with for a long time, so it is therefore essential that we have your cooperation in order that we can function effectively.

Our Wednesday night meetings are still open to anyone interested in attending them.

JOB EVALUATION COMMITTEE



### SECREC Y AND NO MEMBER PARTICIPATION ON JOB EVALUATION COMMITTEE

Nancy Wiggs  
Executive Rep.  
Division D

It is difficult not to be leery of a Committee's claim that it should continue to exist when that Committee has never allowed the Membership to decide the directions it shall take.

The Job Evaluation Committee rightly says that any plan adopted will be with us for a long time. For this reason the Membership must participate fully in approval of every stage of the development of any plan. This has not been the case.

Throughout its existence the Job Evaluation Committee has overstepped its bounds, without even prior approval of the Membership. The most flagrant example of this was the "Reclassification Dates Scandal", when the Committee attempted to renegotiate the contract and bypass the Grievance Committee by setting two specific dates for a person applying for reclassification instead of using the system clearly set out in our contract which allows a person to apply at any two unspecified times during the year. The Committee was strongly reprimanded by an overwhelming vote of the Membership in favour of the Grievance Committee.

Most disturbing is the "confidential" working relationship this Committee has developed with the University. It is essential that we enforce our belief that no committee ever has the right to keep any of its dealings confidential from any member of our Union. (with the exception of names and Departments in the case of the Grievance Committee). It is not now, and it never will be, enough for the Membership to be told "Things seem to be falling into place..." and "We will probably have, within the next month or so, or at least during negotiations, a plan that we will be able to present to our members". Any plan should have been formulated from the start by the membership on general recommendations by the Job Evaluation Committee. There is no place in our Union for "confidential" workings, or private arrangements.

We have now reached the point where we must say to the Job Evaluation Committee: If you wish to justify your existence as a Standing Committee, present your plans as they now stand, in their entirety, to a monthly meeting of the Membership so we may comment and advise you on the directions you should be taking.

# Workers, Wages & Inflation

The following is a copy of an article which appeared in the Vancouver "Province" of May 28, 1975.

MUNRO DEFENDS HIGH WAGE HIKES

(Note: the underlined parts indicate our emphasis)

INFLATION - PART I of a two-part series.

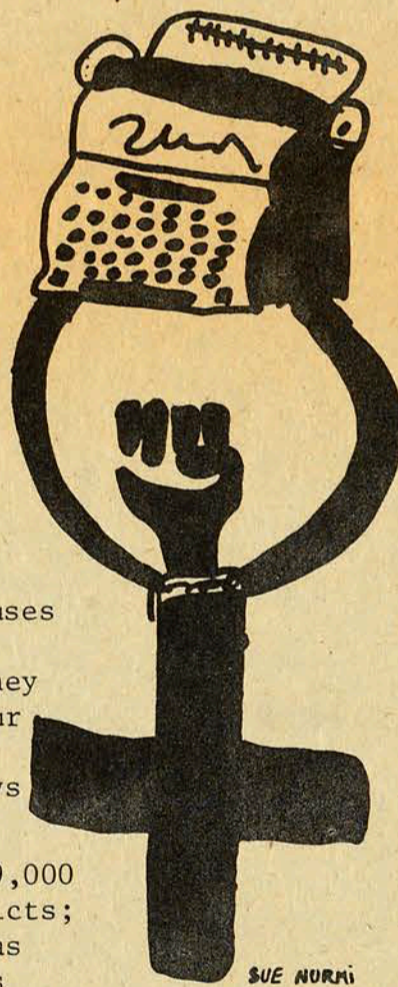
## WORKERS: THE VICTIMS OF INFLATION

Our supervisors and bosses: most earn over \$20,000. per year; live in large, comfortable houses in better areas of the city; some own stocks and investments, yachts, cottages, two cars, etc. They control our offices and make the decisions for our divisions. They often take long lunches, arrive late and leave early on the job; many take Fridays off during the summer.

We the workers: most earn between \$7 and \$9,000 per year; live in modest housing in poorer districts; own relatively few possessions. We do the work as we are told; we are not allowed to make decisions of any influence on the job. We work from 8:30 to 4:30 and are only allowed the odd summer afternoon off if our supervisor is so disposed.

Our supervisors, bosses and administrators occupy a privileged position and control this university in conjunction with government and business interests. They are the group responsible for the management, finances and direction of the university. This hierarchial structure is similar to all other institutions throughout our society. Those at the top who have money and power are the people running this country and its economy. We, as workers, are the group subject to their authority. Without power and control, we can only react to inflation and recession. We are the victims who must struggle desperately for higher wages just to maintain our present standard of living.

Canada is a capitalist country. This simply means that our economic system is structured so that the means of production (e.g. factories, automation, technology, etc.) and the distribution of goods and services are privately owned and operated for profit. Where profit is allowed to rule, people's welfare will always remain a secondary concern. Our capitalist economy is now



experiencing a dilemma which must include consideration of the United States. Our government and business leaders have collaborated with their U.S. counterparts to the extent that most of our resources, raw materials, businesses, media, etc. are American controlled and/or influenced. This relationship of dependency on the U.S. means that our economy will be directly affected by their financial difficulties.

Our government is trying to convince us that we are the ones to blame for this economic mess. They speak of wage restraint but only after they have accommodated themselves. Around May 1st, Canada's M.P.'s awarded themselves a 33% wage increase, i.e., an increase of \$221. a week plus a maximum annual cost-of-living increase of 7% and an increase in their expense accounts. Research indicates that "in terms of the buying power of the 1972 dollar, workers getting the \$2.50 minimum wage today are really only getting \$1.85. The minimum wage has increased 25% since 1972, but the cost-of-living since then has shot up by 29%". Also, from 1962-74 in the manufacturing sector, wages have risen 43.2 index points, while profits have risen 90.0 index points. It is clear from these statistics that it is workers who are suffering the most; yet the government insists upon asking us to reduce our meagre share instead of concentrating on asking the bosses to limit their standard of living and/or profits.

As workers become more aware of this emphasis on profit which entails government and business corruption, they are refusing to serve as the scapegoat for inflation. Workers, both in Canada and other major capitalist countries, are starting to realize the need of more equitable wealth distribution and for the restructuring of priorities. People's welfare, not profits, must be the first consideration.

PART II: THE CAUSES OF INFLATION will appear in the August newsletter.

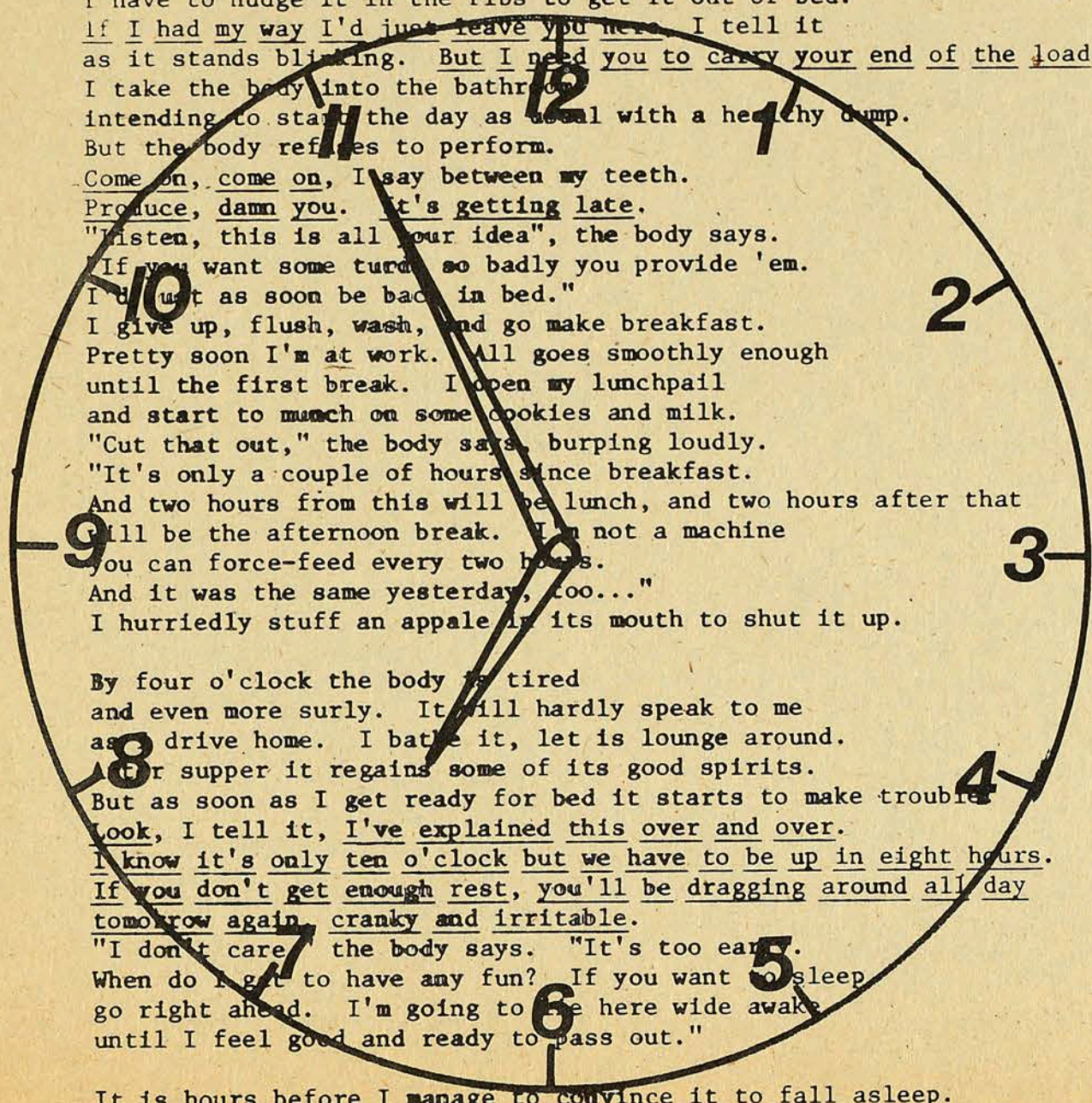
Contributed by  
Karen Tostowaryk

After a while the body doesn't want to work.  
 When the alarm clock rings in the morning  
 the body refuses to get up. "You go to work if you're so keen,"  
 it says. "Me, I'm going back to sleep."  
 I have to nudge it in the ribs to get it out of bed.  
 If I had my way I'd just leave you here. I tell it  
 as it stands blinking. But I need you to carry your end of the load.  
 I take the body into the bathroom  
 intending to start the day as usual with a healthy dump.  
 But the body refuses to perform.

Come on, come on, I say between my teeth.  
 Produce, damn you. It's getting late.  
 "Listen, this is all your idea", the body says.  
 "If you want some turds so badly you provide 'em.  
 I'd just as soon be back in bed."  
 I give up, flush, wash, and go make breakfast.  
 Pretty soon I'm at work. All goes smoothly enough  
 until the first break. I open my lunchpail  
 and start to munch on some cookies and milk.  
 "Cut that out," the body says, burping loudly.  
 "It's only a couple of hours since breakfast.  
 And two hours from this will be lunch, and two hours after that  
 will be the afternoon break. I'm not a machine  
 you can force-feed every two hours.  
 And it was the same yesterday, too..."  
 I hurriedly stuff an apple in its mouth to shut it up.

By four o'clock the body is tired  
 and even more surly. It will hardly speak to me  
 as I drive home. I battle it, let it lounge around.  
 After supper it regains some of its good spirits.  
 But as soon as I get ready for bed it starts to make trouble.  
 Look, I tell it, I've explained this over and over.  
I know it's only ten o'clock but we have to be up in eight hours.  
If you don't get enough rest, you'll be dragging around all day  
tomorrow again, cranky and irritable.  
 "I don't care," the body says. "It's too early."  
 When do I get to have any fun? If you want to sleep  
 go right ahead. I'm going to be here wide awake  
 until I feel good and ready to pass out."

It is hours before I manage to convince it to fall asleep.  
 And only a few hours after that the alarm clock sounds again.  
 "Must be for you," the body murmurs. "You answer it."  
 The body rolls over. Furious, and without saying a word,  
 I grab one of its feet and begin to yank it toward the edge of the bed.



## "apathy?"

The current and convenient catchword bandied about it "apathy"; a term as sweeping and all-inclusive as the word "bureaucracy", and also as meaningless. Presently it is being used to describe the state of the Union, and the abject depths to which the membership has fallen; that is, the membership is in a state of "non-involvement", they just don't give a "shit".

For those of us who have been "active" for an extended period it can come to mean that "they", the membership, no longer display the necessary interest so important to a progressive union, and that "we", the involved and knowledgeable, appear to be the only ones concerned. The term "apathy" is a dangerous one to use, and when it is hurled constantly at the membership without any analysis or alternatives it can only serve to further dampen any enthusiasm which could lead to increased participation.

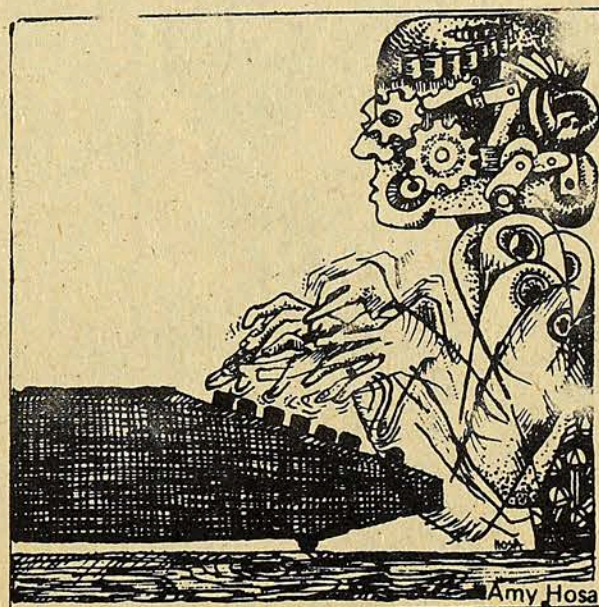
There are valid reasons why AUCE Local #1 has lost some of the momentum that has been built up over the last two years. There have been exciting, attention-getting and attention-retaining events: the organizational period, the certification vote, the preparations for the contract, the study session, the strike vote, the signing of our first contract, and the subsequent successful battles with the University over interpretation of the contract. These were essentially AUCE-related matters, and tended for the most part to overcome essential political differences. The recent votes on whether AUCE Local #1 was to support other campus unions brought into focus some of the differences which had been earlier transcended.

For the "active" union members these have been energy-draining events, some exhilarating, other disheartening. But somewhere along the line "we" un-learned something essential: organizing at the office level. Again there are reasons, such as the incredible volume of picky, bureaucratic sludge the Exec. has to wade through. This waning of energy can lead to the use of words like "apathy" to describe the membership; it can lead to dichotomizing the "we", who have all the information and are the only ones interested, and the "they", who are apathetic, disinterested, etc.

We have the research for a new contract under way, with negotiations to open relatively soon. The Executive has to become re-involved in the mainstream of union politics at the office level. We need a strong steward structure representing every area. People want to be kept informed, not everyone chooses active involvement. To sit back and make sweeping generalization as to "apathy" is no answer if it is not accompanied by alternatives and action. We've got to return to the basics.

The above was written on the spur of the moment over two months ago. Yet it remains evident that we have to develop a strong steward structure at the office level, to find those interested in participating. It is important that the contract be better enforced to serve our interests. Practical on-the-job action is essential in building a responsive union. The alternative inevitably staring us in the face is an executive-controlled union, responsible only to itself and its perpetuation.

RAY GALBRAITH



# Other Unions on Campus

## WORK & STRUGGLE

We are introducing this informative column concerning other unions on the UBC campus for the general interest of our membership. The physical surroundings of this campus keep us relatively isolated from other fellow-workers - hopefully, this column will help to increase our awareness of these workers' unions.

We wish to express our thanks to the resource persons of the unions for their positive response in sending us information. We have attempted to provide a complete list of other unions at UBC; however, we may have overlooked some. If we have, please inform the Communications Committee so that we may contact their locals.

### B.C. GOVERNMENT EMPLOYEES' UNION (B.C.G.E.U.)

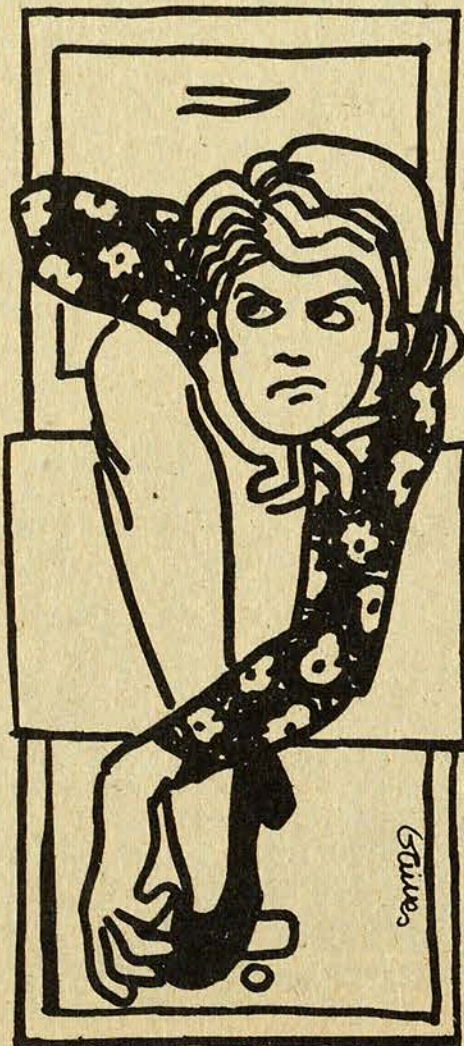
Members of this union on the UBC campus work as firefighters at the U.B.C. Firehall. "We are employed by the Provincial Government, therefore are members of the B.C. Government Employees' Union. Our representation consists of a shop steward and two alternates. At the present time we have forty members. The B.C.G.E.U. is the main union, which does our negotiations. We also hold a charter and are members of the International Association of Fire Fighters, local 901. This local has a president, secretary and treasurer". The B.C.G.E.U. is an affiliate of the Canadian Labour Congress.

### HEALTH SCIENCES ASSOCIATION (H.S.A.)

"This union is made up of professional groups working in the hospital industry: dietitians, physiotherapists, occupational therapists, remedial gymnasts, pharmacists, social workers, medical record librarians, lab technicians, and x-ray technicians - these are the major groups involved.

Provincially, the Health Sciences Association has approximately 2500 members and is certified in 85 hospitals. For our master contract, we bargain with B.C. Hospitals Association. With UBC, however, we bargain a separate contract. Our UBC chapter has 18 members. At the moment, since we are having difficulties with negotiating our master contract, not much is happening with UBC. In the next few weeks, however, we do hope to begin the bargaining process. Our contract was up at the end of December 1974. We are going for a one-year contract".

... →



### CANADIAN UNION OF PUBLIC EMPLOYEES (C.U.P.E.)

CUPE is the largest all-Canadian union; it is an affiliate of the Canadian Labour Congress and on the provincial level, is an affiliate of the B.C. Federation of Labour. On the UBC campus, CUPE has local 116 with a membership of 1200 + (depending on the time of year). There are many temporary positions and this causes a large turnover. Local 116 is composed of 10 different semi-autonomous units which cover such areas as technicians, traffic and patrol, food services, building service workers, etc. The building service workers (i.e. janitorial staff) is the largest unit. In the main, CUPE locals are self-autonomous; local 116 runs its own affairs and bargains for its labor agreement. They are now working under a new contract which recently went through the process of mediation: a memorandum of agreement was voted on and overwhelmingly accepted by the membership. This is a one-year contract terminating March 31st, 1976.

Both at UBC and on a national level, CUPE covers a wide diversification of jobs including both women and men. Here at UBC, women are starting to fill the traditional male-type jobs; e.g. in the gardening trade which has an apprenticeship system, women are driving clipping trucks. In B.C., CUPE covers mostly municipal workers. However, in Ontario, Quebec and Maritimes, CUPE is much stronger and includes many workers (one example of interest being the police departments and jail facilities).

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

This union has Local 15 at UBC which is composed of two units: one at the Physical Plant, the other at the Student Union Building. Local 15 has finished its negotiations for their new contract.

Our liaison person for this union is away on holiday, so more information about OTEU will appear in the August issue.

### INTERNATIONAL UNION OF OPERATING ENGINEERS

Local 882 of this union is at UBC. Their members (approximately 24) are working in the power plant.

Our liaison person for this union is away on holiday, so more information about IUOE will appear in the August issue.

This column will now appear in our newsletters on a continuing basis for the benefit of the membership.

\* \* \*

### URGENT APPEAL!

THE CONTRACT COMMITTEE IS PUTTING OUT A CALL TO ALL MEMBERS who might be interested in helping with research or doing special projects, and also for people who could help in preparing mimeographed information for distribution to the membership.

In the next month and a half, there will be a great deal of research to be done for the forthcoming negotiations and the relatively small size of the Contract Committee makes it imperative that we have a back-up crew which can gather information quickly and easily. Especially those who have access to areas of the Library, or are familiar with the retrieval system in the library system on campus.

Any members with recently negotiated contracts of other unions are also requested to make such contracts available.

To get in touch with any member of the Contract Committee by mail, address your letters and information to:

CONTRACT COMMITTEE  
c/o A.U.C.E.  
LOCAL 1, U.B.C.  
CAMPUS MAIL.

## THE UNIVERSITY BUDGET: A FEW FACTS & FIGURES

"An operating budget of \$107,376,046. for the fiscal year that began April 1, 1975, has been approved by the Board of Governors of the University of B.C."

"This is an increase of about 21.8 per cent over last year's operating budget."

In addition to the operating budget, the Board of Governors has approved a capital budget of \$12,563,000...Virtually all of this year's capital is committed to financing buildings already under construction, and little is available for new work".

"Most of the University's revenues come from the provincial government in operating and capital grants. These grants (\$91,988,957 for operating purposes and \$10,323,000 for capital) are the largest the government has ever made to UBC, but their effectiveness in meeting the University's needs has been greatly reduced by drastic escalation in the costs of day-to-day operations and of construction".

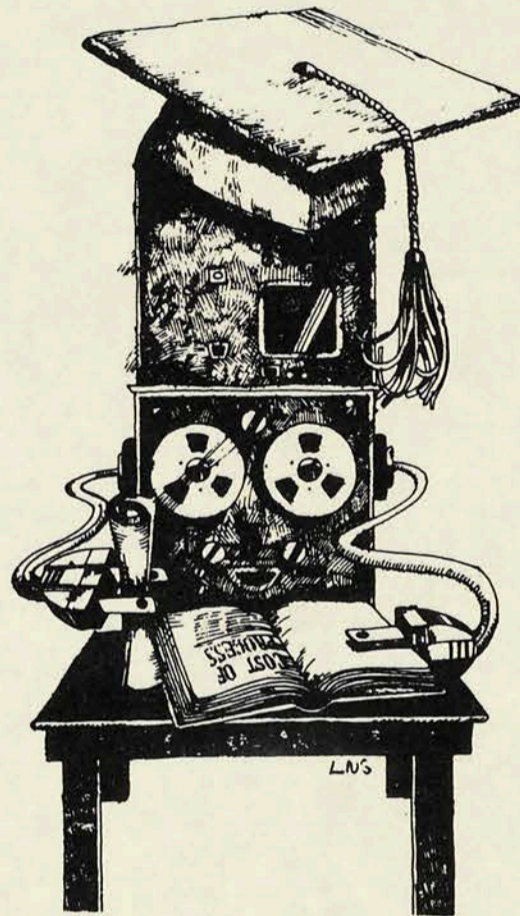
"Of the \$107,376,046 operating budget, a total of \$60,479,887 is allocated to the University's 12 teaching faculties. In addition, \$14,782,995 is devoted to associated academic services, including libraries, student services, student aid, and research grants. A total of \$21,767,932 is budgeted for administration, plant maintenance and renovations, and general expenses. (General expenses include \$7,343,209 for the University's contributions to pension and other faculty and employee benefit programs.)"

"In addition to the above expenditures, which include provision for existing salaries and for teaching and laboratory supplies, there is an unallocated reserve of \$10,345,232. to meet anticipated increases in faculty and staff salaries during the fiscal year ending March 31, 1976."

*(Excerpts taken from June issue of UBC Reports)*

As well as receiving provincial grants, the universities throughout Canada rely on private sources of income. They receive substantial amounts of money in the form of donations and gifts from individuals, organizations, companies and institutions. Universities also own shares of stock and receive dividends on them. Such sources of income may account for hundreds of thousands of dollars.

With both these sources of income, it is unlikely that the University will suffer tremendously from lack of money. Considering that the university carries on research, etc. which is relevant to business and government interests, it is unrealistic to assume that these two groups will allow the university to suffer financial strain.



### YOUR NEWSLETTER NEEDS YOUR CONTRIBUTIONS

"ACROSS CAMPUS" is the official newsletter of AUCE Local I.

It serves as one of the main forums for discussion and development of issues. It serves as a method for increasing membership involvement and feedback.

Any and all members of this local may submit letters, articles, etc. on relevant concerns.

Any time you wish to express yourself and share it with others, please send contributions to:

Communications Committee  
c/o AUCE Local I  
Campus Mail.

Submissions should be signed either individually, or by a group and represent the views of the contributor.

Kindly type or hand-write clearly the article including your name, work place, division and date.

## **MEMBERSHIP MEETING**

**THURSDAY, JULY 10<sup>th</sup>**  
**4:45 pm** **Buchanan 102**