

# TSSU TEACHING SUPPORT STAFF UNION ISSU

On Thursday March 8th, members of the clerical and administrative staff at SFU declared an all-out strike. This decision followed escalating lockout activity by the Administration against AUCE 2 members working in various areas of the campus. The last round of contract proposals left the respective positions on money at:

	<u>AUCE</u>	<u>Administration</u>
March 31, 1978 - Nov. 22, 1978	under AIB	controls
Nov. 22, 1978 - Nov. 22, 1979	6%	6%
Nov. 22, 1979 - March 31, 1980	3%	0

In other words, the University has chosen to prolong this labour dispute for a difference of 3% over a 4 month period.

The decision now to take full strike action is not difficult to understand in light of the Administration's attitude in labour relations with AUCE 2 throughout this dispute. When representatives from the SFSS, concerned faculty, TSSU, SORWUC and AUCE 2 called on the Board of Governors on February 27th to accept AUCE's last proposal and settle the dispute, we were told by the Chairman of the BOG, Dr. Parkinson, 'negotiations are like war - both come to an end with a reasonable settlement.'

With this type of directive from the BOG for the context of negotiating, the Administration's bargaining position is to only consider a settlement in comparison to the current market for similar workers at employers acceptable to the Administration. Such comparison is unfair because this sector of clerical and administrative staff worker is predominantly women who are underpaid and unorganized. Last year the cost of living rose by more than 9% and food costs alone have increased by 20%. These tactics by the Administration have already precluded the settlement with AUCE 2 which will keep pace with the current cost of living. The Administration argues previous settlements with AUCE 2 were a mistake; and now this stance in bargaining is an attempt to erode the progress made by AUCE in gaining better wages and working conditions for women in Canada, based on the principle of equal pay for work of equal value. This attitude towards labour relations at SFU demonstrates a precedent of contempt for the efforts of campus employees to gain reasonable contract settlements.

WHAT WILL HAPPEN TO TSSU MEMBERS AND TEACHING SUPPORT STAFF IN THIS BARGAINING UNIT WHO RESPECT PICKET LINES?

Dr. Birch issued a clarification of the strike policy which says any teaching support staff reporting he/she will respect a picket line will only be considered "off the job" until the dispute ends or until he/she gives written notice of the intention to resume teaching duties. He also states,

"The University has indicated by this move that a person who withdraws his/her services may be replaced for the balance of the semester in terms of his/her previous teaching responsibilities but that on resumption of services he/she will be placed back on payroll at the appropriate rate and assigned responsibilities by the Chairmen."

This means: 1) From the day you report you will be respecting a picket line your pay will be docked by 1/14th of your current bi-weekly pay; 2) This deduction from pay should only occur from the date of your notice of withdrawal of services until job action ends or you give written notice of returning to work; 3) You should be placed back on the payroll at the same rate of pay you were receiving before, and assigned duties by your chairperson, even if someone else has been assigned your teaching for the balance of the semester.

The motions passed by the TSSU membership on strikes, lockouts, and pickets are still effective. For TSSU members and other teaching support staff who plan to respect the picket line, please do the following:

- 1) Send written notice to the TSSU as soon as you notify your department.
- 2) Anyone concerned about suffering academic penalties for respecting the picket line, please contact the TSSU.

The union will support anyone who suffers penalties from respecting the picket line.

For more information, please contact: Michael, [REDACTED]; Suzanne, [REDACTED]; Michelle, [REDACTED].

HELP END THE DISPUTE AS SOON AS POSSIBLE. SUPPORT AUCE 2.

IT IS CRUCIAL THAT STUDENTS AND FACULTY RESPECT AUCE 2 PICKET LINES IN ORDER TO BRING THE DISPUTE TO AN END.