

Association of University and College Employees

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

June 30, 1978

BULLETIN 9

FROM THE CONTRACT COMMITTEE

- there have been no further negotiating sessions since June 15, the day on which we were presented with the 'package'. We informed the University then that additional meetings would be scheduled if we believed they would be fruitful.
- since June 15 the Contract Committee has issued the press release reprinted on the verso of this sheet. On June 28 we applied for the services of a mediator and today we issued a second press release announcing that fact.
- the University's position, intransigent since the outset of negotiations, has convinced us that AUCE's determination has been put to the test - the 'wage' offer was the crowning insult.
- mediation alone is no guarantee of a settlement. Past experience has taught us that a strong positive strike vote has a direct bearing on negotiations. To this end the Contract and Strike Committees have been working with stewards, and representatives from the two committees will be attending Division Meetings.
- the Contract Committee must apologize for the omission of a line in Bulletin 8. The third paragraph should have read:
 - the \$13 wage "offer" from 1ap78 to 30se78 was anticipated - that represents the amount (1.3%) permissible to us under the AIB guidelines. But, as of October 1st we are clear of the guidelines and to be offered \$26 a month, coming off an increase of \$13, is both insensitive and insulting. Where the \$26 came from we are not sure - except that it is \$13 doubled, and by the University's arithmetic, when coupled with the \$13, represents a 3.9% or 4% increase for the year. And, coming on the heels of the announced 1.4% rise in the cost of living for the month of May, we were singularly unimpressed
- CUPE, whose contract also expired on March 31, reports that they too have received no serious wage offer from the University.

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June 26, 1978

FOR IMMEDIATE RELEASE

The Association of University and College Employees at the University of B.C., whose third collective agreement expired on March 31 1978, has rejected "with disgust" the employer's recent package 'offer'.

Local 1 of this independent union, certified since April 1974, represents more than 1300 library and clerical workers, a majority of whom are women.

Through a total of nine negotiating sessions since March 29 only one minor change has been signed. In that time the union has dropped half of its original proposals.

Remaining AUCE proposals include - consultation when the University contracts out; seniority to be determining criterion in hiring where abilities and qualifications of applicants are equal; time off, to be made up, for employees who participate in coop daycare; 48 consecutive hours off duty for shift workers; sick leave for temporary employees; and voluntary overtime. The Union's across-the-board proposed wage increase of \$93 per month represents the 1977 inflation rate of 9.5%.

The union has also urged the University to comply with the Human Rights Code of B.C. which prohibits discrimination by employers 'without reasonable cause' against the physically handicapped. But, Jane Strudwick of the University Negotiating Committee stated there would be "instances where the University would have to turn down promotions to handicapped employees."

The University package contained all but 3 of its original proposals and, for the first time, a wage 'offer' - \$13 across-the-board from April 1 1978 to September 30 1978 and \$26 from October 1 1978 to March 31 1979. Over a 12 month period these figures represent a 2.6% wage increase. In the last month the cost of living has increased 2.5%.

AUCE Local 1 will be free of AIB guidelines as of October 1 1978.

The University package reflects no change in the position it took at the outset of negotiations. Michelle McCaughran of the AUCE Contract Committee had this to say, "AUCE's position is that it will not consider any change to the agreement which could have the effect of eroding present rights and benefits. This package, wage 'offer' included, has just that effect."

The Union is now considering its next course of action.

For further information contact: Michelle McCaughran at 224-2308 or 224-7128, or
Ann Hutchison at 228-2819 or 270-1497

2162 Western Parkway, Vancouver, B.C. Telephone (604) 224-2308

MEMO FROM JANE STRUDWICK TO DEANS AND DEPT. HEADS, DATED JUNE 27, 1978.
RE: STATUS OF NEGOTIATIONS WITH AUCE LOCAL 1

On Thursday June 15 1978 the University Negotiating Committee presented AUCE Local 1 with a complete package offer to settle the 1978/1979 Collective Agreement negotiations. The University has been facing during negotiating sessions numerous proposals from AUCE that are unacceptable. These include a) the University consulting and informing the Union in each instance of contracting out, b) employees setting their own hours of work, c) overtime to be voluntary, d) time off work to perform day care duties.

Plus a wage and monetary provision proposal that, at a conservative calculation, appears to be very close to 19.83%. This includes wages at 11.3% plus an extra \$10 increment, cost of living adjustment, shift differential, MSA and Dental Plan increases, increases in sick leave coverage.

The University countered by dropping several of its proposals and making a monetary offer which reflects six months of AIB guideline control of 4%. We understand that this offer was presented to the AUCE membership and was rejected; however, the University has received no word from the Union confirming this.

It is the University's desire to resolve this issue and is presently awaiting any communication from AUCE Local 1.

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June 30, 1978

Jane Strudwick
Chairperson
University Negotiating Committee
Employee Relations Dept.
Campus Mail

Dear Ms. Strudwick;

Re: Your memo of June 27, 1978 to Deans &
Dept. Heads re AUCE Local 1 negotiations

You find that numerous AUCE proposals are unacceptable. For example, in a) you are obviously referring to our proposed change to Article 5.05 which presently permits the University to contract out in "emergency situations" only - how many emergencies have there been in the past year? In b) we believe you are referring to our 28.02 - your words "employees setting their own hours of work" spark the imagination. However, Article 28.01 defines work days and work weeks, and Article 28.02 sets the flexible hours guidelines - our proposed change would allow employees some flexibility within those established guidelines. c) Here again emergency situations are covered; if you look at Article 29.03 in the agreement you will find that the University is already bound to "keep overtime to a minimum and to meet requirements on a voluntary basis." d) Our 30.04 is, for the most part, already covered by Article 29.09 Make-Up Time.

The Contract Committee indicated to you, before it left the room on June 15, that the Union was rejecting the 'offer'. This decision was confirmed at a Membership Meeting. Further, the several proposals dropped by the University amounted to 3. 21 proposals to take away rights under the present agreement remain.

How did you arrive at the 19.83% and the 11.3% that appear in the second paragraph? Where are these "conservative calculations"? And finally, on the "MSA and Dental plan increases" - so far as we know you have not refuted words attributed to you in the Oct. 13, 1977 Province, "It used to be a 50-50 split, but now it's becoming common to see it 100 per cent company paid."

Yours sincerely,

Ann Hutchison

Ann Hutchison
President, on
behalf of
Contract Committee

cc: C.J. Connaghan
R.A. Grant