

Association of University and College Employees

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

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BULLETIN 12

FROM THE CONTRACT COMMITTEE

RE: Negotiations, July 31, 1978.

- Negotiations, once again, resumed at their usual slow and unprofitable pace with no significant developments. We carried on with the same format as practiced in mediation but without the self-directed help of Ed Sims.
- We continued through the proposals in numerical order by Article number. Whenever we came to a University proposal we pressed the University for the reasons behind their proposed change(s). What was the University's objection to the present wording? They strained for examples. When Strudwick was lost for words she looked to de Bruijn to bail her out. How could the University disguise the real intent of their proposals which is to undermine and take away rights and benefits from the present agreement? For example, by preventing an employee from applying for a job during her/his two (2) month trial period does not resolve their extreme example of the employee who somehow succeeded in getting seventeen (17) jobs in one year. Clearly, the real intent is to take away the right to apply for any position at any time.
- The Contract Committee attempted to initiate trading of proposals. For example, if the University would accept our 22.04 Promotion we would agree to their 22.06 Demotion providing that they revert to present language with an additional "c) an employee who applies for a position in a lower pay grade shall be paid at the same step of the higher pay grade." We are awaiting a reply from a not too optimistic Strudwick on this proposition.
- The University was reluctant to consider seriously any trading until they had first identified our strike issues. Strudwick attempted to apply pressure by saying "there are very few of your proposals that the University can make any movement on. We persisted with our approach for the remainder of the afternoon.
- The Contract had not expected much movement in the absence of the mediator so unless something significant happens during tomorrow's session our predictions were accurate.

THE FACULTY ASSOCIATION SETTLEMENT

Who is the Faculty Association? Who is the University? Erik de Bruijn, the man responsible for hiring Library personnel, is Faculty when negotiating his own salary but University when it comes to ours.

The Faculty Association has a no strike/no lockout agreement with the University, although neither strike nor lockout seems a possibility in a situation where each group depends on the other for continued well-being. It's like employer bargaining with employer - nattering over how the pie will be sliced.

the '1977-78 outstanding 1% (\$531,750)

Arbitrator Mary Southin considered

"the sum at issue should be divided equally"

So, approx. 1,772 Association members each get \$300 added to their annual salaries.

1978-79 salaries

Arbitrator Hugh Ladner felt that if it is a choice between Faculty salaries and University services (no other salaries mentioned) Faculty salaries should not suffer.

the settlement

average Fac. Ass'n monthly salary	=	\$2,568.00			
plus 1/12 of \$300 (Southin award)	=	2,593.00	monthly increase of \$	25.00	
plus 5.75% (Ladner award)	=	2,742.10	"	"	" 149.10
					\$174.10

Additionally, a number of Faculty members will receive a share of the \$868,000 set aside for 'anomalies and inequities' along with a portion of the 'faculty travel' fund which has been increased by \$150,000.

The Faculty Association has argued that since 1968 it is "economically worse off" than other groups, including non-academic staff. LET'S SEE WHO IS REALLY ECONOMICALLY WORSE OFF.

	1968	1978	% increase	\$ increase
AUCE Clerk 1 base rate (monthly)	\$260	\$819	215%	\$559
AUCE LA IV " " "	\$453	\$1099	147%	\$646
Fac. Ass'n. starting Lib'n "	\$541	\$1208	123%	\$666

We see that the Faculty Association member advances \$666 in 10 years even though the AUCE percentage increase is far greater - the gap widens!

Statistics Canada figures show that Vancouver food and shelter prices, for the same items, increased 137% and 84% respectively in that same ten years. So that if you were paying \$130 per month in 1968 for a 1 bedroom apt. in Kitsilano, you would now be paying \$239 for the same accomodation. If your food bill in July 1968 was \$80(for 2 people), you paid \$189 in June 1978 for the same food.

The basis for the AUCE \$93 wage proposal was the 1977 inflation rate of 9.5%. Our average salary is \$1,000 - that is less than half of the Faculty Association average salary! Inflation continues. In June alone the increase was 2.5% and it is expected that it will exceed 9% by the end of the year.

WHO IS REALLY HURTING?